

Comprehensive Human Resources Report

Includes:

Regent Merit System FY 2012

Sick and Vacation Leave FY 2012

Fringe Benefits FY 2012

Retirements FY 2012

Salaries FY 2013

Faculty Salary Comparisons FY 2012

Employee Award Programs FY 2012

February 2013

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PART 1

Regent Merit System – FY 2012

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 90% of the employees in the Merit System are in AFSCME bargaining units and are covered by the terms of the AFSCME collective bargaining agreement.

Merit System Employees By Institution

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	245	85	56	1	1	388
Blue Collar	1,323	654	245	20	9	2,251
Security	74	32	18	0	0	124
Technical	1,299	170	20	23	1	1,513
Clerical	1,860	516	222	5	5	2,608
TOTALS	4,801	1,457	561	49	16	6,884

Minority Employment

	SUI*	ISU	UNI	ISD	IBSSS
Male Majority	30%	38.9%	30%	29%	38%
Female Majority	58%	56.1%	61.5%	63%	56.3%
Male Minority	3.8%	2.0%	3.2%	4.1%	0
Female Minority	6.0%	3.0%	5.4%	4.1%	6.3%

*1% of males and 2% of females did not specify ethnicity

Employment Activity – Appointments

	System	SUI	ISU	UNI	ISD	IBSSS
Original Entry	567	463	83	15	4	2
Reinstatements	44	42	2	0	0	0
Reemployments and Recalls	5	2	3	0	0	0
TOTAL APPOINTMENTS	616	507	88	15	4	2

Employment Activity – Other Personnel Transactions

	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Minority	4	5	18	3
Female Minority	14	52	14	2
Male Majority	35	46	24	4
Female Majority	50	92	101	22
Unspecified ethnicity	2	5	9	0
TOTAL	105	200	166	31

	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Minority	21	2	1	3
Female Minority	31	4	8	9
Male Majority	84	47	10	16
Female Majority	200	85	20	13
Unspecified ethnicity	31	0	1	2
TOTAL	367	138	40	43

Classification Activity

The Regent Merit System Classification Plan consists of 300 individual classes. Each position is allocated to one of the 300 classifications. The classification plan is administered and maintained by classification analysts at each institution and the staff in the Board Office. Employee and department requests for the reclassification of positions are reviewed on each campus and forwarded with recommendations to the Board Office for disposition.

In fiscal year 2012, 142 requests for reclassification were decided as shown in the following tables. In addition to reclassification requests, the appropriate classifications were determined for 251 new positions.

Reclassification Studies – FY 2012

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	5	1	0	0	0	6
Blue Collar	22	18	5	1	0	46
Security	1	0	0	0	0	1
Technical	28	6	1	0	0	35
Clerical	34	11	8	1	0	54
TOTAL	90	36	14	2	0	142

Results of Reclassification Reviews – FY 2012

	Total Reclassification Requests	No Change in Class	Change in Class/No Change in Pay Grade	Change in Class/ Higher Pay Grade	Change in Class/ Lower Pay Grade
SUI	90	3	7	76	4
ISU	36	1	7	26	2
UNI	14	0	1	8	5
ISD	2	0	0	2	0
IBSSS	0	0	0	0	0
TOTAL	142	4	15	112	11

Classification Actions FY 2008 - 2012

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Reclassification Requests	243	105	217	145	142
New Position Classifications	330	149	170	250	251
TOTAL ACTIONS	573	254	387	395	393

The classification plan is flexible and may be revised as the need arises. The vast majority of the classifications are in AFSCME bargaining units. The collective bargaining agreement with AFSCME gives the union time to comment on the establishment of new classes and the deletion of existing classes. Changes of title and pay grades are negotiated with the union. Pay grade changes and pay grade determinations for new classifications are made through application of the job evaluation instrument. This instrument allows each class to be evaluated based upon the skill, effort, responsibility and working conditions for the classification in accordance with the state's comparable worth law.

The following revisions were made to the classification plan in FY 2012.

New Classifications		
Class Code	Title	Pay Grade
5052	Automotive, Truck and Transit Technician	213
Revised Classifications		
Class Code	Title	Pay Grade
5467	Utility Plant Operator III	209
7214	Flight Paramedic	410

Compensation

The Merit System Pay Plan is developed to comply with the state law on comparable worth, and the collective bargaining agreement negotiated with the American Federation of State, County and Municipal Employees (AFSCME) which represents the blue collar, security, technical and clerical employees of the Regent Merit System and is applied uniformly at each institution governed by the Board.

AFSCME-covered staff received 2% increases on July 1, 2011, and 1% increases on January 1, 2012.

Annual step increases are given on the employee's anniversary date (not to exceed the maximum of the pay grade) and are valued at 4.5%.

Supervisory and confidential employees in the Regent Merit System were treated in a fashion similar to those covered by the collective bargaining agreement.

Salaries of approximately 60% of Regent Merit System staff are at or near the maximums of the pay grades.

The average merit system salary increased from \$40,121 in FY 2011 to \$41,429 in FY 2012.

	Average Annual Salary
SUI	40,714
ISU	43,306
UNI	43,017
ISD	38,190
IBSSS	39,012
System-Wide	41,429

Appeals

Three appeal or grievance procedures are available to Regent Merit System employees. One applies to employees who want to appeal the Merit System Director's decision regarding classifications of their positions. In accordance with the merit rules, those appeals are heard by a committee consisting of a Resident Director or representative from another Regent institution, a peer employee, and an outside chairperson who is knowledgeable in matters of job classification. Classification appeals in the past five years are shown in the table below.

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
Number of Appeals	7	1*	0	4	0
Decisions Upheld	5	0	0	1	0
Decisions Reversed	0	0	0	1	0
Withdrawn	2	0	0	2	0

*remanded to the institution

A second appeal process is available to employees who allege violation of merit or institutional rules governing terms and conditions of employment. An arbitrator selected from lists provided by the Federal Mediation and Conciliation Service hears those appeals at the final step. No appeals were filed during the year.

A third procedure is applicable to employees who allege violation of the collective bargaining agreement between the State and AFSCME and are resolved in accordance with the negotiated grievance process.

PART 2

Sick and Vacation Leave

Permanent employees of the State of Iowa earn 1½ days of sick leave per month. Unused leave is carried forward each year. Upon retirement, an employee receives payment for the employee's remaining sick leave balance, to a maximum of \$2,000.

- Sick leave may be used for personal illness, for attendance at funerals of immediate family members; and for temporary emergency care of ill or injured family members.
- Regent employees used 180,582 days of sick leave in FY 2012 at a cost of \$38.7 million.
- Average usage per employee at the universities was 7.2 days (average FY 2011 usage – 7.0 days). Average usage at the special schools was 8.4 (average FY 2011 usage – 10.7 days).

In accordance with state statute, employees of the Regents Merit System earn vacation leave based on years of service as follows:

YEARS OF SERVICE	WEEKS OF VACATION
First through 4 th	2 weeks
5 th through 11 th	3 weeks
12 th through 19 th	4 weeks
20 th through 24 th	4.4 weeks
25 th and beyond	5 weeks

Full-time professional and scientific employees and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

University of Iowa employees in the SEIU bargaining unit hired on or after July 1, 1999, earn vacation as follows:

YEARS OF SERVICE	ANNUAL ACCRUAL	MONTHLY ACCRUAL	MAXIMUM ACCRUAL
Up to 3	120 hours	10.0 hours	240 hours
More than 3, up to 6	160 hours	13.333 hours	320 hours
More than 6	192 hours	16.0 hours	384 hours

Average sick leave and vacation leave usage (days) by employee category is shown in the chart below:

	Sick Leave			Vacation Leave		
	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	2.58	7.75	10.53	16.33	17.74	16.04
ISU	1.47	5.8	11.21	16.07	18.15	18.21
UNI	0.74	5.67	11.87	n/a	16.94	19.56
University Average	1.93	7.22	10.78	16.26	17.79	16.78
ISD	11.44	9.14	10.06	n/a	9.68	17.02
IBSSS	8.96	3.69	3.51	n/a	20.36	8.16
Special School Average	10.01	7.92	7.26	n/a	7.26	13.24

Note – only 12-month faculty at the universities earn vacation leave; faculty at ISD and IBSSS do not earn vacation.

Charts on the following page provide specifics on leave usage at the five institutions.

The following holidays are granted annually to employees:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Two days designated by the head of each institution
- Two days to be accrued as vacation
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

SICK AND VACATION LEAVE USAGE -- FY 2012

SUI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	2,544	1,382	9,296	9,258	5,032	5,029	16,872	15,669
Total Value of Leave Used	\$3,696,765	\$16,113,110	\$16,716,466	\$41,302,729	\$8,279,951	\$13,250,748	\$28,693,182	\$70,666,587
Total Days Used	6,565.63	22,562.13	72,018.38	164,241.00	53,008.00	80,649.50	131,592	267,453
Average Days Used Per Employee	2.58	16.33	7.75	17.74	10.53	16.04	7.80	17.07

ISU	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	1,867	430	2,753	2,703	1,550	1,550	6,170	4,683
Total Value of Leave Used	\$947,779	\$2,757,550	\$3,461,205	\$11,404,059	\$2,887,248	\$4,948,317	\$7,296,232	\$19,109,926
Total Days Used	2,739	6,909	15,961	49,050	17,369	28,223	36,070	84,181
Average Days Used Per Employee	1.47	16.07	5.80	18.15	11.21	18.21	5.85	17.98

UNI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	663	n/a	670	622	556	556	1,889	1,178
Total Value of Leave Used	\$190,317	n/a	\$932,186	\$2,849,807	\$1,100,059	\$1,927,498	\$2,222,562	\$4,777,305
Total Days Used	492	n/a	3,802	10,539	6,599	10,876	10,893	21,415
Average Days Used Per Employee	0.74	n/a	5.67	16.94	11.87	19.56	5.77	18.18

TOTAL UNIVERSITIES	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees								
Earning Leave	5,074	1,812	12,719	12,583	7,138	7,135	24,931	21,530
Total Value of Leave Used	\$4,834,861	\$18,870,660	\$21,109,857	\$55,556,595	\$12,267,258	\$20,126,563	\$38,211,976	\$94,553,818
Total Days Used	9,797	29,471	91,781	223,829	76,977	119,748	178,555	373,048
Average Days Used Per Employee	1.93	16.26	7.22	17.79	10.78	16.78	7.16	17.33

ISD	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	37	n/a	45	45	55	55	137	100
Total Value of Leave Used	\$114,327	n/a	\$87,795	\$135,590	\$90,633	\$170,377	\$292,755	\$305,967
Total Days Used	423.25	n/a	411.25	435.38	553.13	936.13	1,388	1,372
Average Days Used Per Employee	11.44	n/a	9.14	9.68	10.06	17.02	10.13	13.72

IBSSS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	50	n/a	13	13	41	41	104	54
Total Value of Leave Used	\$148,799	n/a	\$15,775	\$84,365	\$23,334	\$55,553	\$187,908	\$139,918
Total Days Used	447.88	n/a	48.00	264.63	143.75	334.50	640	599
Average Days Used Per Employee	8.96	n/a	3.69	20.36	3.51	8.16	6.15	11.09

TOTAL SPECIAL SCHOOLS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	87	n/a	58	58	96	96	241	154
Total Value of Leave Used	263,126	n/a	\$103,570	\$219,955	\$113,967	\$225,930	\$480,663	\$445,885
Total Days Used	871	n/a	459	700	697	1,271	2,027	1,971
Average Days Used Per Employee	10.01	n/a	7.92	12.07	7.26	13.24	8.41	12.80

TOTAL SYSTEM	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,161	1,812	12,777	12,641	7,234	7,231	25,172	21,684
Total Value of Leave Used	5,097,987	\$18,870,660	\$21,213,427	\$55,776,550	\$12,381,225	\$20,352,493	38,692,639	94,999,703
Total Days Used	10,668	29,471	92,241	224,529	77,674	121,018	180,582	375,019
Average Days Used Per Employee	2.07	16.26	7.22	17.76	10.74	16.74	7.17	17.29

PART 3

Fringe Benefits – FY 2012

Traditionally, the three universities have been allowed by the Board of Regents to maintain separate insurance programs within a framework of general comparability. In accordance with the Board of Regents Policy Manual, §4.28, the Board's Executive Director reviews all proposed changes in benefit programs to determine if Board approval is required.

The AFSCME-covered employees at the universities and the employees of the Board Office, the Iowa School for the Deaf, and the Iowa Braille and Sight Saving School participate in the State of Iowa health and dental insurance programs. Board Office and special school employees participate in the University of Northern Iowa group for life, long-term disability, and accidental death and dismemberment insurance.

Permanent employees of the five institutions and the Board Office have the option of selecting either IPERS or an approved substitute for retirement.

Cost of insurance and retirement programs for FY 2012 was \$541,856,115. Institutional costs as a percent of nonstudent payroll are as follows: University of Iowa – 29.2%; Iowa State University – 31.9%; University of Northern Iowa – 34.5%; Iowa School for the Deaf – 38.8%; and Iowa Braille and Sight Saving School – 45.5%.

Each of the fringe benefit programs available to Regent employees is described below.

Social Security and Medicare

Employees of the Regent institutions and the Board Office are covered by the Federal Insurance Contribution Act (FICA). Federal law prescribes the employer and employee contributions and benefits. The contribution rates are shown below.

Calendar Year		Employer Contribution	Employee Contribution	Maximum Salary
2012	Social Security	6.20%	4.20%	110,110
2013	Social Security	6.20%	6.20%	\$113,700
	Medicare	1.45%	1.45%	No maximum

Costs for Social Security and Medicare to the Regent institutions for FY 2012 are detailed as follows:

SUI	ISU	UNI	ISD	IBSSS
\$82,174,520	\$28,520,793	\$9,820,354	\$443,312	\$336,097

Iowa Public Employees Retirement System (IPERS)

Employees of the Regent institutions and the Board Office have the option to select either IPERS or TIAA-CREF or an approved substitute for retirement contributions. Participation in a retirement program is required.

- The Board approved allowing the employees of the special schools to select between TIAA-CREF and IPERS effective January 1996. TIAA-CREF contribution levels are at the IPERS rates. Contribution rates are shown below:

Fiscal Year	Employer Contribution	Employee Contribution
2011	6.95%	4.5%
2012	8.07%	5.38%
2013	8.67%	5.78%

The number of employees selecting IPERS is as follows:

University of Iowa	3,541
Iowa State University	788
University of Northern Iowa	486
Iowa School for the Deaf	99
Iowa Braille and Sight Saving School	60

The employer contributions for IPERS for FY 2012 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$3,802,102	\$1,481,964	\$1,048,067	\$172,697	\$235,630

Federal Retirement Program

During FY 2012, 56 employees of Iowa State University were covered by federal retirement. Employer contributions for federal retirement were \$647,719.

Funded Retirement Programs

All permanent¹ employees with a budgeted annual salary of at least \$7,800 are eligible to participate in the Teachers Insurance and Annuity Association—College Retirement Equities Fund (TIAA-CREF) or in a plan substituted in accordance with Board policy.

The contribution rate for TIAA-CREF for employees of the universities and Board Office is:

- Ten percent on the first \$4,800 of salary for staff members with less than five years of service and 15% on all additional salary. The employer pays 2/3 of the cost and the employee 1/3.
- The contribution for employees with more than five years of service is 15% up to the IRS limitations.
- The employer pays 10% of salary while the employee pays 5% with the exception noted above.

The FY 2012 contribution rate for the employees of the special school is at the IPERS rate.

- The employer contribution is 8.07%. The employee's contribution is 5.38%.

Benefits from the TIAA program are in the form of a fixed annuity, which is adjusted periodically. CREF benefits can be received as a lifetime annuity, a systematic payment, a cash withdrawal, or as a combination of these options.

Vesting of employee and employer contributions to TIAA-CREF is immediate at SUI, UNI, ISD and IBSSS. Effective July 1, 2009, ISU implemented a three-year cliff vesting of employer contributions.

The numbers of employees participating in the employer sponsored retirement programs during FY 2012 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	16,115	5,430	1,788	69	30
Substitute Plans	21	4	1	0	0

¹ SUI: all employees with half-time or greater permanent appointments
 ISU: all employees with ½ time or greater appointments for nine continuous months or longer.
 UNI: all employees holding other than a temporary appointment of ½-time or more

Employer contributions for employer sponsored retirement programs for FY 2012 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	\$97,438,885	\$35,892,840	\$11,256,633	\$288,634	\$117,559
Substitute Plans	\$89,271	\$41,885	\$7,461	0	0

A TIAA-CREF waiver of premium, which continues contributions during periods of disability, is also provided. Similar protection is also provided to federal employees covered by the federal retirement program at Iowa State University.

The FY 2012 costs for TIAA-CREF waiver of premium are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$2,566,671	\$693,911	\$326,700	\$7,043	\$3,406

Unemployment Compensation and Worker's Compensation

Employees of the five institutions and the Board Office are covered by unemployment compensation and worker's compensation with benefits under both determined by state and/or federal laws. FY 2012 costs for these programs were:

	SUI	ISU	UNI	ISD	IBSSS
Unemployment Compensation	\$827,659	\$315,202	\$112,528	0	\$6,135
Worker's Compensation	\$6,235,407	\$2,061,442	\$631,027	\$81,867	\$202,411

Life Insurance

University of Iowa: Participation in the life insurance program is mandatory for all budgeted permanent faculty and staff classified at 50% time or greater.

The amount of life insurance coverage is based on salary.

- The amount of coverage is 2 times annual budgeted salary to a maximum coverage of \$400,000.

The life insurance program is underwritten by Principal Financial Company.

The University pays an annual rate of \$5.16 per \$1,000.

- **Life insurance cost (less dividends) for the University of Iowa for FY 2012 was \$8,572,137.**

Iowa State University: Staff members holding a one-half time or more permanent position for nine months or longer have the option to participate in the life insurance program underwritten by the Principal Financial Company of Des Moines.

- The amount of coverage is basically twice the employee's annual budgeted salary with a maximum coverage of \$750,000.
- Coverage is reduced by 35% percent at age 65.

Upon retirement, the University provides eligible retirees with \$4,000 paid-up life insurance. The annual cost of life insurance is \$2.52 per \$1,000 of coverage.

Faculty, P&S and supervisory merit employees at ISU have the full cost of their basic life insurance funded by the University through the ISU Plan. AFSCME-covered employees contribute \$0.60/year per \$1,000 coverage with the balance of the premium paid by the University.

- **The University's cost (less dividends) for life insurance for FY 2012 was \$1,812,082.**

University of Northern Iowa: Staff members holding a permanent position of half-time or more for a period of no less than nine months are included in the life insurance program. Life insurance coverage for all employee groups is 1½ times their annual budgeted salary.

- The maximum benefit for all groups is \$250,000.
- Coverage for faculty is reduced 5% each year following attainment of age 61.
- Coverage is reduced by 35% beginning at age 65 for merit and professional and scientific staff.

University staff retiring at age 55 or older with ten years of continuous service immediately prior to retirement may carry 1/3 of the available scheduled insurance coverage until June 30 following attainment of age 70 at which time the University provides a non-contributory life insurance benefit in the amount of \$4,000 for faculty members and \$2,000 for all other employees.

The life insurance policy provides for continuance of the death benefit with no further premium payment in the event of total and permanent disability.

The university assumes the entire annual premium cost of \$3.12 per \$1,000 of coverage.

- **The University's cost for FY 2012 was \$309,785.**

Iowa School for the Deaf, Iowa Braille and Sight Saving School: All permanent employees working at least 50% time participate have life insurance coverage equally 2 ½ times their annual budgeted salary.

Costs for life insurance for FY 2012 at the special schools are as follows:

ISD	IBSSS
\$30,913	\$25,051

ACCIDENTAL DEATH AND DISMEMBERMENT

University of Iowa: A voluntary group accidental death and dismemberment program was initiated in June 1980.

- Staff members pay the premiums and may purchase coverage in increments of \$100,000 up to a maximum of \$1,000,000.
- Monthly premium rates based on \$100,000 coverage are \$2.00 single, \$3.10 family, \$2.30 single with children and \$2.80 employee with spouse.

Iowa State University: Accidental death and dismemberment coverage is provided to employees who participate in the life insurance program.

- The amount of accidental death coverage is twice the amount of the basic life coverage or approximately four times the annual budgeted salary for the staff member.

The University pays the annual rate of \$0.30 per \$1,000 coverage.

- **The University's cost for this coverage for FY 2012 was \$360,429.**

University of Northern Iowa: AD&D coverage is available to employees who purchased voluntary term life insurance with the employee covering the full cost. .

Iowa School for the Deaf and Iowa Braille and Sight Saving School: All permanent employees working at least 50 percent time are covered by in the accidental death and dismemberment insurance at 2 times the employee's annual budgeted salary.

Costs for Accidental Death and Dismemberment insurance for FY 2012 at ISD and IBSSS are as follows:

ISD	IBSSS
\$4,085	\$3,097

LONG-TERM DISABILITY INSURANCE

University of Iowa: The University provides this coverage to permanent and continuous 50% time or greater budgeted staff members after one continuous year of employment.

- The disability benefit is 60% of annual salary.

The amount a staff member receives is reduced by any disability benefits paid by Social Security and/or workers compensation. There is no minimum monthly benefit but a maximum of \$29,166.

- A cost-of-living escalator tied to the Consumer Price Index increases and limited to 5% in a fiscal year is provided to assist in offsetting the ongoing effects of inflation.
 - If benefits begin before the age 61, they cease on June 30 following attainment of age 65. If benefits begin after age 61 but before age 70, they cease five years later, or on June 30 following attainment of age 70. If benefits begin after age 69, they cease 12 months later.

The University pays the entire cost of this coverage.

- **The cost for FY 2012 was \$6,725,478.**

Iowa State University: This coverage is provided for all permanent employees with a one-half time or greater appointment for nine months following one year of continuous employment. Coverage can be elected during the first year of employment but is subject to medical approval. If approved, coverage is paid by the employee until completing one year of continuous employment. ISU Plan participants (faculty, P&S, supervisory merit staff) have a choice of either a 75/60% or 50% LTD plan. The maximum monthly benefit for the 75/60% plan is \$10,000. The maximum monthly benefit for the 50% plan is \$8,000. Nonsupervisory merit system staff is covered by the 75/60% plan only with a maximum monthly benefit of \$7,650.

A 5% maximum cost-of-living escalator tied to the Social Security cost-of-living escalator is provided. There is also a coordination provision with FICA and workers compensation.

Benefits accrue after a 90 work day waiting period and cease on June 30 following attainment of age 65; or, if disability begins on or after age 61, payments continue for five years or attainment of age 70, whichever is earlier. If disability begins on or after age 69, benefits continue for 12 months.

The University pays the entire cost for this coverage (except as noted above).

- **The FY 2012 cost to the University was \$1,489,256.**

University of Northern Iowa: Long-term disability coverage is provided at University expense for all staff members holding permanent appointments of half-time or more for a period of 9 months or more following one year of continuous employment.

Monthly benefits are payable for 12 months a year for all covered personnel once they have been totally disabled for 90 consecutive working days (or after all sick leave has expired, if later).

- The income benefit continues to age 65 if disability occurs prior to age 61, or on the date 60 months of benefit payments have been made but in no event beyond the June 30 coinciding with or next following the attainment of age 70 if disability began after age 61. If benefits begin on or after age 69, benefits continue for 12 months.
- Disability benefit begins at 30% of budgeted salary and increases by 10% each year until the maximum benefit of 70% is reached.
- A cost-of-living escalator tied to the Consumer Price Index increases benefits 1.7%.
- The maximum monthly benefit for merit employees is \$3,150; for faculty, \$5,000; and for all other employees, \$5,833.
- **FY 2012 cost to the University was \$1,318,492.**

Iowa School for the Deaf, Iowa Braille and Sight Saving School: These employees are covered by the long-term disability plan provided by the University of Northern Iowa. Costs for FY 2012 at the two special schools are shown below:

ISD	IBSSS
\$57,659	\$38,171

Comprehensive Medical Plans

University of Iowa: The University offers each employee group – faculty/professional scientific/Merit Supervisory; Graduate Students and House Staff one health insurance plan.

The monthly premiums for calendar years 2012 and 2013 are shown below. The employer share of health insurance coverage increased less than 1%

	UICHOICE		GRAD CARE		HOUSE STAFF	
	2012	2013	2012	2013	2012	2013
SINGLE						
Total	476.00	476.00	211.00	228.00	554.00	554.00
Employer contribution	476.00	476.00	189.90	205.02	554.00	554.00
Employee Contribution	0	0	21.10	22.98	0	0
FAMILY						
Total	1,163.00	1,163.00	957.00	871.00	1,396.00	1,396.00
Employer contribution	931.00	931.00	669.90	609.70	1,396.00	1,396.90
Employee Contribution	232.00	232.00	287.10	261.30	0	0
EMPLOYEE WITH CHILDREN						
Total	910.00	910.00	888.00	1,110.00	1,314.00	1,314.00
Employer contribution	728.00	728.00	621.60	777.00	1,314.00	1,314.00
Employee Contribution	182.00	182.00	266.40	333.00	0	0
EMPLOYEE WITH SPOUSE						
Total	1,106.00	1,106.00	551.00	451.00	726.00	747.00
Employer contribution	885.00	885.00	385.70	315.70	726.00	747.00
Employee Contribution	221.00	221.00	165.30	135.30	0	0

Grad Care rates are on an academic year basis

UICHOICE, a PPO product, pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,700 for a single contract and \$3,400 for a family contract in a calendar year.

- The copayment is \$5 for UI providers, \$20 for Wellmark providers and 40% for all other providers.
- The hospital deductible is \$400 for UIHC, \$600 for Wellmark hospitals and \$800 for other hospitals.

UIGRADCARE pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,100 for a single contract and \$1,700 for a family contract in a calendar year. Plan is only available to graduate students.

- Coinsurance is applicable with covered charges at a 90/10 rate for hospital and related services.
- Hospital deductible is \$125 per day.

- \$10 copayment required for physician visits.
- Program is a restricted panel managed care product utilizing the University health providers.

HOUSE STAFF is a closed panel HMO with all services being obtained from UI Health Care. Program is closed to new employees and will end in three or four years. All new house staff hires are covered by UICHOICE

The University's health insurance cost for faculty, professional and scientific staff and supervisory merit personnel for FY 2012 was \$93,905,183.

Iowa State University: The University offered two insurance plans to its faculty and professional and scientific staff and Merit System supervisors appointed to a one-half time or more budgeted position for nine months or longer.

Two managed care plans are offered -- a Preferred Provider Organization (PPO) and an HMO to faculty, P&S, and supervisory merit employees. Premium accounting for this plan is on a calendar year basis. Coverage tiers of single, employee with spouse, employee with children and family are available. An opt-out credit of \$107 is available. The 2012 premiums are shown below. The premiums for 2013 are shown in parentheses. The employer contribution increased approximately 3% from calendar year 2012 to calendar year 2013.

	SINGLE	EMPLOYEE WITH SPOUSE	EMPLOYEE WITH CHILDREN	FAMILY
PPO	482.00 (496.00)	1,100.00 (1,133.00)	859.00 (884.00)	1,410.00 (1,452.00)
HMO	466.00 (480.00)	1,070.00 (1,102.00)	837.00 (862.00)	1,362.00 (1,402.00)
ISU Contribution	466.00-HMO (480.00-HMO) 463.00-PPO (476.00-PPO)	\$992.00-HMO (1,024.00-HMO) 837.00-PPO (\$870.00-PPO)	792.00-HMO (816.00-HMO) 686.00-PPO (711.00-PPO)	1,254.00-HMO (1,291.00-HMO) 1,085.00-PPO (1,117.00-PPO)
Opt-out	107.00 (107.00)	107.00 (107.00)	107.00 (107.00)	107.00 (107.00)

- **The health insurance cost (less dividends) for the University for FY 2012 for faculty, professional and scientific staff, and supervisory merit staff was \$39,790,417.**

University of Northern Iowa: The University offers three health insurance options from Blue Cross/Blue Shield to faculty, professional and scientific staff and Regents Merit System supervisory staff. Blue Advantage, a managed care plan, is offered to professional and scientific and supervisory merit staff. The premiums for the university plan increased 2.7% for FY 2013. The FY 2012 and FY 2013 premiums are shown below.

	UNI Health Plan		UNI PPO		UNI Blue Advantage	
	2012	2013	2012	2013	2012	2013
SINGLE						
Total	478.00	495.00	455.00	464.00	413.00	423.00
Employer contribution	455.00	464.00	455.00	464.00	413.00	423.00
Employee Contribution	0	31.00	0	0	0	0
FAMILY						
Total	1,268.00	1,268.00	1,150.00	1,173.00	1,031.00	1,057.00
Employer contribution	920.00	938.00	920.00	938.00	920.00	938.00
Employee Contribution	305.00	330.00	230.00	235.00	111.00	119.00

The University Health Plan pays 90% of usual, customary, and reasonable charges, after deductibles are met. Outpatient services for the care of mental, nervous/drug and alcohol abuse are paid at 50% up to a maximum of 34 visits per calendar year. Inpatient coverage for nervous/drug and alcohol abuse is limited to 45 days per calendar year. Deductibles are:

- The first two days of room and board charges for inpatient care, and
- \$100 for “all other services”.

The maximum out-of-pocket limit is \$500 per calendar year per contract. Once this maximum is met, all services for the remainder of the year will be paid at 100%.

The University offers an insured HMO – Blue Advantage– to professional and scientific staff and Merit System supervisory staff. Covered members are required to name a primary care physician from the Blue Advantage network. All care must be coordinated through primary care physician. Most services require a copayment and then may be paid at 90% or 100%. The maximum out-of-pocket limit is \$500 per calendar year for single contracts and \$1,000 for family contracts. Once this maximum has been met, services will be paid at 100% except that all co-payments will continue.

On August 1, 2011, the university added an additional health insurance option for organized faculty and professional and scientific staff. The new plan is a Preferred Provider Organization (PPO) plan administered by Wellmakr BCBS. The existing Blue Advantage health plan also became an option for organized faculty. The indemnity health insurance plan (UNI Health) continues to be an option for employees hired prior to July 1, 2011, but is no longer an option for employees hired after July 1, 2011.

The University's cost for health insurance in FY 2012 was \$12,175,877.

Regents Merit System Employees (nonsupervisory) of the University and all employees of the Iowa School for the Deaf, Iowa Braille and Sight Saving School: The State of Iowa provides one indemnity plan -- Plan 3 Plus; one Preferred Provider Organization (PPO) – Iowa Select; and two MCO products -- Blue Access and Blue Advantage.

Indemnity	Participant is free to choose any health care provider (doctors, hospitals, etc.)
Preferred Provider Organization (PPO)	Participant is free to choose any health care provider. Participant pays lower coinsurance if provider is a part of Wellmark's Alliance Select network.
Managed Care Organization (MCO)	Services are provided by a network of health care providers with the exception of emergency care.

Only Wellmark products are offered to state employees. The monthly employer premiums for calendar years 2012 and 2013 are shown below. Premiums for the Wellmark indemnity, PPO plan, and managed care plans decreased approximately 6.5%.

	Program 3 Plus		Iowa Select		Blue Access		Blue Advantage	
	2012	2013	2012	2013	2012	2013	2012	2013
SINGLE								
Total	756.45	709.31	754.11	707.05	471.85	440.96	454.32	424.43
Employer contribution	756.45	709.31	754.11	707.05	471.85	440.96	454.32	424.43
Employee Contribution	0	0	0	0	0	0	0	0
FAMILY								
Total	1,770.13	1,658.45	1,764.61	1,653.18	1,104.11	1,030.49	1,063.14	991.86
Employer contribution	1,499.93	1,405.21	1,499.93	1,405.20	1,104.11	1,030.49	1,063.14	991.86
Employee contribution	270.20	253.24	264.68	247.98	0	0	0	0

The State allows employees to voluntarily pay 20% of their single or family health insurance premiums.

The State's share of family plans is 85% of the Iowa Select family premiums. Employees may apply that amount to the plan of their choice. The State pays 100% of single and double spouse contracts.

Plan 3 Plus provides for 80/20 coinsurance during a calendar year. There is a \$300 single and \$400 family deductible for inpatient and skilled nursing facility services.

- All covered services above the \$600 single, \$800 family out-of-pocket maximum are paid at 100% with no maximum payment limit.

The employer's costs for health insurance premiums for FY 2012 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$49,981,700	\$15,654,962	\$6,186,519	\$1,284,589	\$1,037,233

Dental Insurance

University of Iowa. Faculty, professional and scientific staff, and Regents Merit System supervisory staff with a permanent appointment of half-time or more are offered the University of Iowa's dental insurance plans. The calendar year 2012 and 2013 monthly rates are shown below. Dental insurance premiums decreased from calendar year 2012 to 2013.

	DENTAL		GRAD DENTAL		HOUSE STAFF	
	2012	2013	2012	2013	2012	2013
SINGLE						
Total	49.00	40.00	25.00	25.00	48.00	48.00
Employer contribution	49.00	40.00	21.25	21.25	48.00	48.00
Employee Contribution	0	0	3.75	3.75	0	0
FAMILY						
Total	129.00	119.00	75.00	67.00	127.00	127.00
Employer contribution	104.00	96.00	52.50	46.90	127.00	127.00
Employee Contribution	25.00	23.00	22.50	20.10	0	0

Dental coverage provides for 100% payment of normal cleaning and checkup expenses and 80% coinsurance for restorative care, and 30% for orthodontia.

- **The University's cost for dental insurance premiums for FY 2012 for faculty, professional and scientific staff, and supervisory merit staff was \$8,950,287.**

Iowa State University: All regular employees of one-half time or more for nine months or longer who are classified as faculty, professional and scientific or supervisory merit staff are eligible to participate in the University's dental insurance program.

The ISU Plan dental insurance program consists of the ISU Basic Dental Plan and the ISU Comprehensive Dental Plan. Premium accounting for this plan is on a calendar year basis. Calendar year 2012 rates are shown below. The premiums for 2013 are shown in parentheses. The University's contribution to dental insurance did not change from 2012 to 2013. Coverage tiers are provided for single, employee plus spouse, employee plus children and family. An Opt-out credit is available.

ISU PLAN	SINGLE	EMPLOYEE + SPOUSE	EMPLOYEE + CHILDREN	FAMILY
Basic Dental	26.00 (26.00)	56.00 (56.00)	63.00 (63.00)	71.00 (71.00)
Comprehensive	42.00 (42.00)	103.00 (103.00)	108.00 (108.00)	122.00 (122.00)
ISU Contribution	26.00 (26.00)	26.00 (26.00)	26.00 (26.00)	26.00 (26.00)
Opt-out	24.00 (24.00)	24.00 (24.00)	24.00 (24.00)	24.00 (24.00)

- **The FY 2012 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$1,339,878.**

University of Northern Iowa: Faculty, professional and scientific staff and supervisory merit staff with at least half-time appointments for the academic year are eligible to participate in the University's dental plan. Cost of dental coverage remained the same from 2012 to 2013. The monthly premiums for FY 2012 and FY 2013 are shown below

	DENTAL I		DENTAL II	
	2012	2013	2012	2013
SINGLE				
Total	21.00	21.00	31.00	31.00
Employer contribution	21.00	21.00	21.00	21.00
Employee Contribution	0	0	10.00	10.00
FAMILY				
Total	72.00	72.00	109.00	109.00
Employer contribution Unit Faculty	21.00	21.00	21.00	21.00
Employee contribution Unit Faculty	51.00	51.00	88.00	88.00
Employer contribution other	21.00	21.00	54.50	54.50
Employee Contribution other	51.00	51.00	54.50	54.50

- **The FY 2012 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$413,119.**

Regents Merit System employees (nonsupervisory) of the universities and all employees of the Iowa School for the Deaf, the Iowa Braille and Sight Saving School: These employees are provided dental insurance through the State of Iowa plan underwritten by Delta Dental. Employees are eligible following one month of employment. Premiums increased approximately 4.6% from 2012 to 2013.

The calendar year 2012 and 2013 rates are shown below.

	2012	2013
SINGLE	27.83	29.13
Employer	27.83	29.13
Employee	0	0
FAMILY	74.83	78.29
Employer	37.43	39.15
Employee	37.40	39.15

The program provides 100% payment for routine examinations and teeth cleaning once every six months, bitewing x-rays at 12-month intervals, full mouth x-rays once in any three-year interval and topical fluoride applications not more than once in any 12-month interval. The program pays 80% for emergency treatment of pain, cavity fillings, tooth extractions and oral surgery. The plan pays 50% for root canals, gold fillings, crowns and jackets and nonsurgical treatment of gum and alveolar bone diseases.

Employer dental insurance premiums for Regent Merit System employees and the employees of the special schools for FY 2012 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$1,681,579	\$516,083	\$228,075	\$42,203	\$33,940

EXPENDITURES FOR INSURANCE AND RETIREMENT PROGRAMS -- FY 2012

	University of Iowa	Iowa State University	University of Northern Iowa	Iowa School for the Deaf	Iowa Braille and Sight Saving School	Total Regent Institutions
Mandated Benefits						
Social Security	82,174,520	28,520,793	9,820,354	443,312	336,097	121,295,076
IPERS	3,802,102	1,481,964	1,048,067	172,697	235,630	6,740,460
TIAA CREF	97,438,885	35,892,840	11,256,633	288,634	117,559	144,994,551
Substitute plans	89,271	41,885	7,461	-	-	138,617
Federal Retirement	-	647,719	-	-	-	647,719
TIAA CREF Waiver of Premium	2,566,671	693,911	326,700	7,043	3,406	3,597,731
Unemployment Compensation	827,659	315,202	112,528	-	6,135	1,261,524
Workers Compensation	6,235,407	2,061,442	631,027	81,867	202,411	9,212,154
Total Mandated	193,134,515	69,655,756	23,202,770	993,553	901,238	287,887,832
Other Benefits						
Life Insurance	8,572,137	1,812,082	309,785	30,913	25,051	10,749,968
Accidental Death and Dismemberment		360,429		4,085	3,097	367,611
Health Insurance	143,886,883	55,445,378	18,362,396	1,284,589	1,037,233	220,016,479
Long-term Disability	6,725,478	1,489,256	1,318,496	57,659	38,171	9,629,060
Dental Insurance	10,631,867	1,855,961	641,194	42,203	33,940	13,205,165
Total Other Benefits	169,816,365	60,963,106	20,631,871	1,419,449	1,137,492	253,968,283
Total Fringe Benefit Expenditures	362,950,880	130,618,862	43,834,641	2,413,002	2,038,730	541,856,115
Percent of Non-student payroll	29.17%	31.92%	34.53%	38.78%	45.52%	

PART 4

Retirements – FY 2012

In addition to regular retirement through either IPERS or TIAA-CREF, with approval of the institution, Regent employees may enter the phased retirement program. The Board first approved the Phased Retirement Program in 1982. The current program will expire on June 30, 2017. Details of the current program are shown below.

Eligibility: Faculty of Regent universities and the special schools and professional and scientific and Merit System staff of the Regent institutions and Board Office who have attained the age of 57 with at least 15 years of service with the Board of Regents are eligible for participation in the phased retirement program.

Approval: At various levels within the institution. No right to enter a phased retirement agreement without approval by all officials as designated by the institutions is conferred by this policy. The Board of Regents will ratify entries into the phased retirement program as a part of the monthly Register of Personnel Changes.

Schedule of Phasing: A staff member may reduce from full-time to no less than a half-time appointment either directly or via a stepped schedule. At no time during the phasing period may an employee hold greater than a 65 percent appointment. The maximum phasing period will be five years with full retirement required at the end of the specified phasing period. Once phased retirement is initiated, employees may not return to full-time appointment.

Compensation: During the first four years of the phasing period, the salary received will reflect the reduced responsibilities plus an additional 10 percent of the budgeted salary, had the person worked full time. In the fifth year following the initiation of phased retirement, the staff member's appointment will be no greater than fifty percent, and the salary will be proportional to the budgeted salary had the person worked full-time.

Benefits: During five years of the phasing period, institution and staff member contributions will continue for life insurance, health insurance, and disability insurance at the same levels which would have prevailed had the staff member continued at a full-time appointment. Retirement contributions to TIAA/CREF will be based on the salary which would have obtained had the individual continued a full-time appointment. As mandated by law, FICA contributions will be based on the staff member's actual salary during the partial or pre-retirement period. The same is true for retirement contributions for those participating in the Iowa Public Employees Retirement System or Federal Civil Service System. Accrual of vacation and sick leave will be based on percentage of appointment.

During the phasing periods, participants may have access to their TIAA-CREF (or substitute plans) retirement account funds in any manner permitted either by the retirement carrier or by Board policy but not to exceed 99% of their account balances.

Duration of Program: Subject to annual review, the program will expire on June 30, 2017, unless renewed by the Board prior to expiration.

Phased Retirement Program

There were 51 new entrants into the phased retirement program during FY 2012. To date 1,095 faculty and staff have participated in the program with 194 currently active. There have been no participants from the Iowa School for the Deaf. New entrants in the program are categorized below:

	Faculty	P&S	Merit	Total
SUI	15	14	3	32
ISU	1	4	1	6
UNI	8	2	3	13
TOTAL	24	20	7	51

Iowa State University offered a special phased retirement program during FY 2011. The program, approved by the Board in April 2010, provided for a two-year phasing program. Numbers of participants in each of the employee groups are noted below.

	Faculty	P&S	Merit	Total
ISU	25	35	14	74

New participants in the last five fiscal years are as follows:

FY 2008	100	FY 2011	51
FY 2009	64	FY 2012	51
FY 2010	39		

The following table shows the financial impact of the phased retirement program at the universities for FY 2012:

	Incentive Amounts	Released Funds
SUI	\$2,491,363	\$3,082,475
ISU	\$459,868	\$727,247
ISU – special	\$622,799	\$835,257
UNI	\$899,275	\$1,228,169

“Incentive Amount” 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 Funds” 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 or reallocation within the retirees’ employing units to fund other areas of need.

Regular Retirements

The following table displays the number of faculty and staff who retired from the Regent institutions during FY 2012.

	Faculty	P&S	Merit	Total
SUI	17	63	68	148
ISU	28	38	31	97
UNI	23	10	9	42
ISD	0	1	3	4
IBSSS	2	0	0	2
TOTALS	70	112	111	293

PART 5

Salaries – FY 2013

Salary Policies and Negotiated Salary Increases

In June 2012, the Board approved the following salary policies for the institutions.

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy for the nonorganized staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units. Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% increases on their anniversary dates.

University of Iowa: Salary increases for faculty and nonorganized professional and scientific staff will be between 0% and 4%, with an average of 2.5%. All increases will be based upon performance, competitive market factors, and equity issues. The salary policy does not include the UI Clinical Enterprise.

In addition, the University of Iowa Physicians Practice Plan, UI Health Care Senior Leadership and the College of Medicine, Dentistry, Pharmacy and Nursing that pay variable compensation based on productivity will continue to be authorized to do so in FY 2013 subject to approvals by the Office of the Provost and University Human Resources.

The university will continue to utilize the exceptional performance pay policy approved by the Board in 2006 for nonbargaining P&S staff. The use of the exceptional performance policy will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are lump sum and do not go to the salary base.

Iowa State University: Salary increases for faculty and nonorganized professional and scientific staff will be between 0% and 4%, with an average of 2.5%. All increases will be based upon performance, competitive market conditions, and equity issues.

Iowa State University has an exceptional performance pay policy similar to the University of Iowa policy described above. As with the University of Iowa, the use of the exceptional performance policy at ISU will be both selective and reflective of the university's economic circumstances. Achievements recognized by the awards include activities such as completion of a major project, sustained exceptional performance, outstanding productivity and revenue generation. Payments under the exceptional performance policy are lump sum and do not go to the salary base.

University of Northern Iowa: Salary increases for nonorganized professional and scientific staff will average 2.89% on July 1, 2012 and 0.62% on June 30, 2013, which is comparable to the increases for the UNI-United Faculty. All increases will be based upon performance, competitive market factors, and equity issues.

Iowa School for the Deaf: ISD's proposed FY 2013 faculty salary matrix is increased by 3% from the FY 2012 matrix. Qualified faculty will continue to receive merit pay for sign language proficiency and professional certifications from the Council for Education of the Deaf [CED] and the American Speech-Language Hearing Association [ASHA]. These amounts are unchanged from FY 2012. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be approximately 3.78%. The proposed extra-curricular pay schedule is unchanged from FY 2012.

ISD and IBSSS share a single P&S salary matrix. The proposed matrix is increased by 3.5% on both the minimums and the maximums. ISD proposes to increase P&S salaries by an average of 3.5%. The salary policy allows for eligible P&S staff to receive merit pay for sign language proficiency at ISD. The amounts are based upon the employee's level of competency and are shown on the ISD faculty matrix. The amounts paid for sign language proficiency are unchanged from FY 2012.

Iowa Braille and Sight Saving School: IBSSS proposes an increase of 1.5% to each cell of the faculty salary matrix for FY 2013. Qualified faculty will continue to receive stipends for professional certification (Academy for Certification of Vision, Rehabilitation, and Education Professionals [ACVREP]). This amount is unchanged from FY 2012. Eligible faculty will receive a one-step increase and will also be provided increases for attainment of additional education. It is anticipated the average faculty increase will be 2.43%.

The extra-curricular pay scale for IBSSS is unchanged from FY 2012.

Salary increases on July 1, 2012, for nonorganized faculty and professional and scientific staff in excess of 4% require prior approval of the Executive Director. The request should include employee name, title, FY 2012 salary; percent increase proposed for FY 2013 and the proposed FY 2013 salary.

Salary adjustments due to promotions, reassignments, reclassifications, or contractual agreements are not included in the salary increase ranges. Likewise, the UI Clinical Enterprise is not included within the salary increase ranges.

AFSCME (all institutions): The statewide collective bargaining agreement with AFSCME provides for a 2% increase on July 1, 2012, and a 1% increase on January 1, 2013. Eligible merit staff members will continue to receive a step increase of 4.5% at their next scheduled merit increase dates, until they reach the maximum of their pay scales. The Board of Regents employs about 6,500 AFSCME-covered staff in blue collar, security, technical and clerical units. The institutions estimate average increases for AFSCME and nonorganized merit employees in FY 2013 will be as follows: SUI – 4.7%, ISU – 4.34%, UNI – 3.9%, ISD – 4.79%; IBSSS – 3.79%.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): Collective bargaining negotiations with SEIU resulted in a voluntary settlement for FY 2012 and FY 2013. Attachment A details the salary increases for FY 2013, the final year of the two-year agreement. The university estimates the average increase in salary costs in the SEIU unit to be 2.83% for FY 2013.

COGS (University of Iowa graduate assistants): A voluntary agreement was reached with the organized graduate students (COGS) during collective bargaining for the two-year contract beginning July 1, 2011. Minimum salaries for the COGS unit will increase 2.5% on July 1, 2012. The university estimates the cost of the agreement will be 2.5% for FY 2013. The minimum tuition scholarship provided to all bargaining unit graduate teaching and research assistants appointed for a total of 25% or more for the entire semester, academic year or fiscal year, will be one hundred percent (100%) of the resident tuition rate for the Graduate College/Liberal Arts and Sciences. For FY13, the minimum scholarship will be \$3,950.00 for each semester, fall and spring, based upon full time enrollment (nine semester hours or more). The minimum tuition scholarship is prorated for a lesser number of credit hours enrolled.

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement through collective bargaining was not reached with the organized faculty (UNI-United Faculty) requiring arbitration. The arbitrator awarded pay increases for the United Faculty of 2.25% on July 1, 2012, and an additional 1.25% increase on January 1, 2013.

Salaries -- Faculty

Average increases for faculty for FY 2013 and the four previous years are shown below:

	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
SUI	4.1%	0%	2.5%	3.1%	2.4%
ISU	5.5%	0%	1.9%	2.3%	2.4%
UNI	4.0%	0%	3.0%	2.9%*	3.52%**
ISD	4.2%	0%	2.4%	1.1%	3.7%
IBSSS	6.4%	0%	2.5%	2.8%	3.3%

* UNI Faculty Increases – 2.25% on 7/1/11 and 1.25% on 1/1/12 equate to 2.9%.

**UNI Faculty Increases – 3.52% reflects annualization of the 2.25% increase on 7/1/12 and 1.25% on 1/1/13

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

SUI	2.4%	ISD	2.3%
ISU	2.4%	IBSSS	3.1%
UNI	2.7%		

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:

	Average
University of Iowa	\$99,883
Iowa State University	\$84,160
University of Northern Iowa	\$74,492

The following tables display both nine and twelve-month faculty by gender at the Associate and Assistant Professor ranks in each of the colleges at each of the universities.

**Associate Professor -- Average Salaries FY 2013
Non-Professional Colleges**

	12-month				9-month			
	Male		Female		Male		Female	
SUI	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Liberal Arts and Sciences	\$116,970	0.33	\$82,332	6.66	\$81,005	111.50	\$77,639	106.50
Business	--	--	--	--	\$151,565	13.00	\$156,146	6.00
Education	\$135,611	3.00	\$96,561	1.00	\$75,157	13.90	\$74,083	24.00
Engineering	--	--	--	--	\$98,456	20.60	\$93,000	1.00
Graduate	\$172,786	1.00	\$136,516	0.70	\$80,487	2.00	\$73,075	2.00
Nursing	--	--	\$118,779	4.25	\$78,662	1.00	\$81,442	13.50
Public Health	\$108,822	11.06	\$113,589	7.00	--	--	\$94,846	1.00
ISU								
Agriculture and Life Sciences	\$95,506	5.84	\$79,606	2.74	\$91,259	10.15	\$75,279	6.17
Business	--	--	--	--	\$135,784	16.00	\$135,998	6.00
Design	\$101,043	0.16	--	--	\$72,376	18.65	\$69,324	19.24
Engineering	\$120,592	1.91	--	--	\$99,298	52.69	\$95,548	4.39
Human Sciences	--	--	\$90,135	0.38	\$79,290	7.67	\$75,639	54.45
Liberal Arts and Sciences	\$85,080	2.42	--	--	\$77,851	85.41	\$72,753	45.24
UNI								
Business	--	--	--	--	\$101,610	15.00	\$98,249	7.00
Social and Behavioral Sciences	--	--	--	--	\$67,535	28.00	\$67,678	17.75
Education	--	--	--	--	\$81,960	14.75	\$68,995	23.50
Humanities and Fine Arts	--	--	--	--	\$69,114	56.00	\$66,390	37.17

**Assistant Professor -- Average Salaries FY 2013
Non-Professional Colleges**

	12-month				9-month			
	Male		Female		Male		Female	
	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
SUI								
Liberal Arts and Sciences	\$71,550	3.50	\$71,667	3.00	\$67,263	65.00	\$65,983	61.50
Business	--	--	--	--	\$148,749	10.00	\$146,202	6.00
Education	--	--	--	--	\$64,683	3.00	\$63,304	9.50
Engineering	--	--	--	--	\$84,829	12.00	\$90,621	5.50
Graduate	--	--	--	--	\$76,914	6.00	\$69,739	3.00
Nursing	\$138,565	1.15	\$109,671	0.65	--	--	\$69,202	14.75
Public Health	\$103,932	4.65	\$98,525	6.23	--	--	--	--
ISU								
Agriculture and Life Sciences	\$94,120	1.10	\$68,732	1.07	\$76,730	11.28	\$58,634	6.61
Business	--	--	--	--	\$127,053	17.65	\$135,391	10.00
Design	\$78,000	0.15	--	--	\$61,840	5.62	\$60,066	13.75
Engineering	\$57,328	2.00	--	--	\$85,076	34.75	\$80,300	14.13
Human Sciences	\$75,999	0.25	\$72,801	0.13	\$64,500	14.39	\$66,352	21.64
Liberal Arts and Sciences	\$94,276	0.22	\$48,998	0.67	\$65,687	55.28	\$60,093	54.03
UNI								
Business	--	--	--	--	\$106,059	8.00	\$86,848	4.00
Social and Behavioral Sciences	--	--	--	--	\$54,724	6.00	\$53,783	15.00
Education	--	--	--	--	\$64,161	11.00	\$60,549	21.00
Humanities, Arts, and Sciences	--	--	--	--	\$56,086	25.00	\$53,255	25.00

Salaries – Professional and Scientific

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

	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
SUI*	4.7%	0%	2.8%	2.9%	2.5%
ISU	4.0%	0%	1.9%	2.4%	2.5%
UNI	4.0%	0%	3.0%	2.9%	2.9%
ISD	5.5%	0%	2.3%	0	3.3%
IBSSS	4.5%	0%	6.4%	1.5%	2.4%

*Members of the tertiary health care unit (SEIU) are not included in this average. The average increase for SEIU staff was 4.56% in FY 2009, 1.76% in FY 2010, in FY 2011 – 3.95%, 2.93% in FY 2012 and 2.95% in FY 2013.

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

SUI	2.6%	ISD	2.0%
ISU	2.2%	IBSSS	3.0%
UNI	2.6%		

Average P&S salaries for FY 2013 are shown below:

	Overall Average	Male Average	Female Average
SUI*	\$65,592	\$70,816	\$62,341
ISU	\$59,015	\$63,865	\$55,032
UNI	\$62,077	\$66,323	\$58,801

* non-hospital, non-SEIU

Average salaries at the special schools are shown below.

	Faculty Salaries	P&S Salaries (annualized)
ISD	\$64,966	\$55,483
IBSSS	\$62,340	\$65,670

Salary Increases – Regent Merit System

The value of all increases for merit staff at each institution for FY 2013 and the four previous years are shown below.

	2009	2010	2011	2012	2013
SUI	5.3%	2.2%	4.8%	4.8%	4.7%
ISU	4.8%	1.6%	4.4%	4.9%	4.3%
UNI	4.6%	1.6%	4.6%	4.3%	4.2%
ISD	5.1%	2.1%	3.5%	4.8%	5.0%
IBSSS	4.9%	1.9%	6.1%	5.2%	6.7%

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

SUI	4.4%	ISD	4.1%
ISU	4.0%	IBSSS	5.0%
UNI	3.9%		

Salaries – Teaching and Research Assistants

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$17,330. Salaries increased 2.5% over the prior year. Bargaining unit (COGS) employees received tuition scholarship equivalent to 100% of the resident graduate student tuition rate for the College of Liberal Arts and Sciences.

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$13,500 - \$30,600. Stipends increased 7.1% on the minimum and 4.6% on the maximum from FY 2012.

Almost all of the graduate assistantships at the University of Northern Iowa are research assistantships. Teaching assistants teach less than 1.0% of the student credit hours at the University. A graduate assistantship at the Master's level is paid \$9,204 while that of a doctoral level is paid \$13,796. The total average nine month half-time assistantship is \$9,820. Graduate assistantships in some disciplines such as Geography, Biology, and Environmental Science are slightly higher than the regular assistantships at the University. This ranges from \$12,040 in Environmental Science to \$18,408 in Biology. Graduate assistantship salaries increased about 3.5% over FY 2012.

Average Estimated Total Compensation

Average estimated total compensation for FY 2013 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 2013 insurance year.

	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average		
SUI	\$203,592	\$145,500	\$140,550	\$167,506	\$90,517	\$65,106
ISU	\$153,627	\$109,696	\$97,711	\$111,083	\$80,851	\$60,690
UNI	\$118,011	\$95,512	\$79,735	\$96,542	\$81,445	\$63,837
ISD**				\$90,787	\$79,322	\$51,687
IBSSS**				\$85,791	\$88,776	\$61,803

*non-hospital, non-SEIU

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

Five-year Salary Increase History

AVERAGE SALARY INCREASES BY EMPLOYEE GROUP

	FY 2009			FY 2010			FY 2011		
	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	4.1%	4.7%	5.3%	0.0%	0.0%	2.2%	2.5%	2.8%	4.8%
ISU	5.5%	4.0%	4.8%	0.0%	0.0%	1.6%	1.9%	1.9%	4.4%
UNI	4.0%	4.0%	4.6%	0.0%	0.0%	1.6%	3.0%	3.0%	4.6%
ISD	4.2%	5.5%	5.1%	0.0%	0.0%	2.1%	3.3%	2.6%	3.5%
IBSSS	6.4%	4.5%	4.9%	0.0%	0.0%	1.9%	2.5%	6.4%	6.1%

	FY 2012			FY 2013		
	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	3.1%	2.9%	4.8%	2.4%	2.5%	4.7%
ISU	2.3%	2.4%	4.9%	2.4%	2.5%	4.3%
UNI	2.9%	2.9%	4.3%	3.5%	2.9%	4.2%
ISD	1.1%	0.0%	4.8%	3.7%	3.3%	5.0%
IBSSS	2.8%	1.5%	5.2%	3.3%	2.4%	6.7%

PART 6

Faculty Salary Comparisons

Peer Institutions

For many years, the universities have used Board-designated peer groups to make comparisons in several areas such as tuition and fees, residence system rates, and salaries. Each group includes 10 peer institutions which were deemed by the Board to be comparable. These institutions are public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin. See Exhibit 1.

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded to include 57 AAU institutions in the AAU Data Exchange (AAUDE). This group includes the original designated institutions with the exception of one – North Carolina State University which was designated as an ISU peer institution. See Exhibits 2 and 3.

The University of Northern Iowa expanded its listing to include those institutions in the Education Trust. The salaries for these institutions are those that are published by the AAUP in its annual faculty salary survey. See Exhibit 4.

The Education Trust was established in 1990 by the American Association of Higher Education as a special project to encourage colleges and universities to support K-12 reform efforts. Since then, the Education Trust has grown into an independent nonprofit organization. Its mission is to make schools and colleges work for all the young people they serve. The definition of the UNI peer institution as per the Education Trust Report is “competitive student selectivity, masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100”.

Exhibits 5 (SUI) and 6 (ISU) compare average salaries as a percent of the respective peer averages.

Exhibit 7 provides a 5-year history of faculty salary increases at peer institutions.

Exhibit 8 provides a comparison of average faculty salaries of peer institutions along with total average compensation.

University of Iowa College of Medicine

Salary comparison information for the University of Iowa College of Medicine is shown in Exhibit 9. This information is provided by the University from survey data collected by the Association of American Medical Colleges. The Association of American Medical Colleges is a non-profit association founded in 1876 to work for reform in medical education. Originally representing only medical schools, today the AAMC represents the 125 accredited U.S. medical schools; the 17 accredited Canadian medical schools; some 400 major teaching hospitals, including more than 68 Veterans Affairs medical centers; more than 109,000 faculty in 94 academic and scientific societies; and the nation's 67,000 medical students and 104,000 residents.

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2011-12
ESTIMATED FACULTY SALARY INCREASES, 2012-13

COMPARISON GROUPS	Average Faculty Salary 2011-12 (1)	Estimated Average Percent Increase 2012-13 (2)	Estimated Average Faculty Salary 2012-13
University of California, Los Angeles	137,800	1.75%	140,200
University of Michigan, Ann Arbor	119,600	n/a	119,600
University of Texas, Austin	114,800	2.19%	117,300
University of North Carolina, Chapel Hill	113,400	2.00%	115,700
University of Illinois, Urbana	108,900	2.50%	111,600
Ohio State University, Main Campus	107,700	3.00%	110,900
Indiana University, Bloomington	103,600	2.20%	105,900
University of Minnesota, Twin Cities	102,200	2.50%	104,800
UNIVERSITY OF IOWA	101,300	2.38%	103,700
University of Wisconsin	99,700	0.00%	99,700
University of Arizona	97,000	0.00%	97,000
University of California, Davis	113,600	n/a	113,600
University of Illinois, Urbana	108,900	2.50%	111,600
Ohio State University, Main Campus	107,700	3.00%	110,900
University of Minnesota, Twin Cities	102,200	2.50%	104,800
Purdue University, Main Campus	102,100	2.30%	104,400
Michigan State University	100,100	2.50%	102,600
University of Wisconsin	99,700	0.00%	99,700
North Carolina State University	95,900	1.80%	97,600
IOWA STATE UNIVERSITY	95,100	2.40%	97,400
Texas A & M	97,000	n/a	97,000
University of Arizona	97,000	0.00%	97,000
University of North Texas	86,100	3.00%	88,600
University of North Carolina, Greensboro	83,800	1.20%	84,800
Ohio University, Athens	81,500	2.50%	83,600
Central Michigan University	80,200	1.25%	80,300
California State University, Fresno	79,400	0.00%	79,400
Northern Arizona University	77,300	0.00%	77,300
UNIVERSITY OF NORTHERN IOWA (3)	74,500	3.52%	77,200
Illinois State University	77,000	0.00%	77,000
Indiana State University, Terre Haute	73,600	n/a	73,600
University of Minnesota, Duluth	71,400	n/a	71,400
University of Wisconsin, Eau Claire	63,400	0.00%	63,400

- (1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for 2011-12. The averages are for the ranks of professor, associate professor and assistant professor.
- (2) Estimated increases obtained by universities through contacts with comparison institutions. Averages exclude clinical faculty per Academe guidelines. Average increases for Iowa universities are actual increases.
- (3) The 3.52% represents the annualized increase based on July 1 increase of 2.25% and January 1 increase of 1.25%.

**Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2011
(Adjusted to SUI Rank Distribution)**

Institution	Professor			Associate Professor			Assistant Professor			Three-Professorial-Ranks Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Stanford	195,443	493	4	131,213	387	1	109,800	309	2	152,280	1,189	1
Harvard	198,369	493	1	120,905	387	4	109,760	309	3	150,128	1,189	2
Columbia	197,804	493	3	125,045	387	2	98,959	309	8	148,434	1,189	3
Chicago, Univ of	198,227	493	2	114,231	387	8	102,345	309	5	145,970	1,189	4
Princeton	193,760	493	5	123,699	387	3	94,154	309	13	145,070	1,189	5
Penn	181,600	493	7	117,785	387	6	112,320	309	1	142,824	1,189	6
MIT	171,847	493	12	120,295	387	5	102,784	309	4	137,119	1,189	7
NYU	182,372	493	6	106,075	387	13	99,711	309	7	136,056	1,189	8
Duke	175,306	493	9	114,470	387	7	96,031	309	12	134,903	1,189	9
Yale	180,431	493	8	108,554	387	11	89,679	309	18	133,451	1,189	10
Northwestern	172,111	493	11	110,220	387	9	98,935	309	9	132,949	1,189	11
Wash. Univ - St Louis	172,357	493	10	100,157	387	19	96,795	309	10	129,220	1,189	12
Cornell University - Endowed College	157,837	493	17	109,349	387	10	96,455	309	11	126,103	1,189	13
UCLA	162,418	493	13	107,097	387	12	87,112	309	19	124,841	1,189	14
Southern Cal	155,916	493	19	105,300	387	15	93,318	309	16	123,173	1,189	15
Rice	159,545	493	14	105,959	387	14	86,589	309	22	123,144	1,189	16
UC Berkeley	153,672	493	20	104,469	387	16	92,229	309	17	121,690	1,189	17
Emory	157,974	493	16	101,626	387	18	86,526	309	23	121,065	1,189	18
Brown	156,745	493	18	99,261	387	21	82,349	309	29	118,701	1,189	19
Vanderbilt	158,343	493	15	98,646	387	23	76,515	309	45	117,647	1,189	20
Cornell University - NY State Statutory College	143,630	493	24	103,674	387	17	93,406	309	15	117,573	1,189	21
Carnegie-Mellon	141,981	493	25	98,877	387	22	101,132	309	6	117,335	1,189	22
Michigan	148,778	493	21	98,206	387	24	85,805	309	24	115,952	1,189	23
Georgia Tech	141,339	493	27	94,561	387	30	86,812	309	21	111,943	1,189	24
Rutgers	143,744	493	23	97,639	387	25	78,017	309	41	111,656	1,189	25
North Carolina	143,982	493	22	94,612	387	29	80,470	309	32	111,407	1,189	26
Rochester	133,813	493	38	97,196	387	26	93,457	309	14	111,407	1,189	27
SUNY-Stony Brook	140,480	493	29	99,514	387	20	78,090	309	40	110,932	1,189	28
Virginia	141,629	493	26	94,986	387	28	80,270	309	33	110,501	1,189	29
UC San Diego	140,271	493	30	90,880	387	32	86,975	309	20	110,344	1,189	30
Maryland	136,322	493	34	95,723	387	27	83,877	309	27	109,478	1,189	31
Texas	140,726	493	28	89,901	387	36	83,899	309	26	109,415	1,189	32
UC Irvine	136,957	493	33	89,650	387	37	80,586	309	31	106,909	1,189	33
Illinois	137,199	493	32	86,547	387	46	83,608	309	28	106,785	1,189	34
SUNY-Buffalo	135,400	493	35	93,118	387	31	77,393	309	43	106,563	1,189	35
Ohio State	134,226	493	37	89,276	387	39	81,461	309	30	105,883	1,189	36
UC Santa Barbara	138,607	493	31	85,342	387	51	78,454	309	39	105,637	1,189	37
Brandeis	130,048	493	41	90,510	387	33	84,361	309	25	105,306	1,189	38
Pittsburgh	134,815	493	36	89,957	387	35	74,957	309	49	104,658	1,189	39
Penn State	132,061	493	39	89,163	387	41	76,114	309	46	103,558	1,189	40
Case Western	131,163	493	40	85,764	387	49	79,184	309	36	102,878	1,189	41
UC Davis	126,618	493	45	89,404	387	38	79,859	309	34	102,353	1,189	42
Indiana	128,390	493	44	87,045	387	45	77,376	309	44	101,675	1,189	43
Colorado	125,511	493	47	90,256	387	34	77,493	309	42	101,557	1,189	44
Iowa	130,025	493	42	86,372	387	47	74,081	309	50	101,277	1,189	45
Purdue	125,093	493	48	87,113	387	44	\$79,074	309	38	\$100,771	1,189	46
Minnesota	125,708	493	46	86,010	387	48	79,146	309	37	100,686	1,189	47
Michigan State	128,561	493	43	89,242	387	40	69,494	309	56	100,413	1,189	48
Washington	122,689	493	49	88,286	387	42	79,339	309	35	100,225	1,189	49
Texas A&M	120,010	493	51	83,076	387	53	72,795	309	53	95,718	1,189	50
Wisconsin	114,690	493	57	87,373	387	43	75,860	309	47	95,707	1,189	51
Syracuse	117,614	493	53	85,427	387	50	73,409	309	52	95,650	1,189	52
Iowa State	115,933	493	55	83,460	387	52	75,117	309	48	94,756	1,189	53
Arizona	119,892	493	52	81,845	387	54	70,771	309	55	94,743	1,189	54
Florida	121,749	493	50	80,097	387	55	68,943	309	58	94,469	1,189	55
Kansas	116,140	493	54	78,753	387	57	69,249	309	57	91,785	1,189	56
Oregon	112,252	493	59	79,616	387	56	74,032	309	51	91,697	1,189	57
Nebraska	114,791	493	56	77,638	387	58	71,615	309	54	91,478	1,189	58
Missouri	113,892	493	58	75,936	387	59	61,737	309	59	87,984	1,189	59
Mean	\$145,234			\$96,549			\$84,578			\$113,624		

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths (.818) factor.
source: Annual AAUP Faculty Salary Survey for fulltime instructional faculty as exchanged via the AAU Data Exchange (AAUDE).

Normalized for ISU Rank Distribution

Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2011

AAUDE salaries, 2011

y Institution	Professor		Associate Professor		Assistant Professor		Three-Professorial-Ranks Combined		
	Average Salary	N	Average Salary	N	Average Salary	N	Average Salary	N	Salary Ranking
Stanford	195,443	507	131,213	391	109,800	301	152,997	1,199	1
Harvard	198,369	507	120,905	391	109,760	301	150,863	1,199	2
Columbia	197,804	507	125,045	391	98,959	301	149,263	1,199	3
Chicago	198,227	507	114,231	391	102,345	301	146,765	1,199	4
Princeton	193,760	507	123,699	391	94,154	301	145,907	1,199	5
Penn	181,600	507	117,785	391	112,320	301	143,397	1,199	6
Cal Tech	172,800	507	121,300	391	111,300	301	140,566	1,199	7
MIT	171,847	507	120,295	391	102,784	301	137,698	1,199	8
New York Univ.	182,372	507	106,075	391	99,711	301	136,740	1,199	9
Duke	175,306	507	114,470	391	96,031	301	135,566	1,199	10
Yale *	180,431	507	108,554	391	89,679	301	134,209	1,199	11
Northwestern	172,111	507	110,220	391	98,935	301	133,558	1,199	12
Wash Univ - St. Louis	172,357	507	100,157	391	96,795	301	129,843	1,199	13
Cornell - Endowed	161,804	507	113,017	391	96,961	301	129,616	1,199	14
Cal - Los Angeles	162,594	507	107,356	391	87,432	301	125,712	1,199	15
Rice	159,545	507	105,959	391	86,589	301	123,755	1,199	16
Southern Cal	155,916	507	105,300	391	93,318	301	123,695	1,199	17
Cal - Berkeley	154,039	507	104,550	391	92,251	301	122,389	1,199	18
Emory	157,974	507	101,626	391	86,526	301	121,662	1,199	19
Brown	156,745	507	99,261	391	82,349	301	119,323	1,199	20
Vanderbilt	158,343	507	98,646	391	76,515	301	118,333	1,199	21
Cornell - Contract (publ)	143,630	507	103,674	391	93,406	301	117,992	1,199	22
Carnegie Mellon *	141,981	507	98,877	391	101,132	301	117,670	1,199	23
Michigan	148,778	507	98,206	391	85,805	301	116,477	1,199	24
Rutgers	144,978	507	98,396	391	78,639	301	113,133	1,199	25
Georgia Tech	141,339	507	94,561	391	86,812	301	112,396	1,199	26
North Carolina	143,982	507	94,612	391	80,470	301	111,938	1,199	27
Rochester	133,813	507	97,196	391	93,457	301	111,741	1,199	28
SUNY - Stony Brook *	140,480	507	99,514	391	78,090	301	111,458	1,199	29
Virginia	141,629	507	94,986	391	80,270	301	111,015	1,199	30
Cal - San Diego	140,739	507	90,910	391	87,014	301	111,002	1,199	31
Maryland	136,322	507	95,723	391	83,877	301	109,917	1,199	32
Texas	140,726	507	89,901	391	83,899	301	109,886	1,199	33
Cal - Irvine	137,033	507	89,829	391	80,683	301	107,493	1,199	34
Illinois	137,199	507	86,547	391	83,608	301	107,228	1,199	35
SUNY - Buffalo	135,400	507	93,118	391	77,393	301	107,049	1,199	36
Ohio State	134,226	507	89,276	391	81,461	301	106,321	1,199	37
Cal - Santa Barbara	138,615	507	85,361	391	78,454	301	106,146	1,199	38
Brandeis	130,048	507	90,510	391	84,361	301	105,685	1,199	39
Tulane	140,200	507	86,600	391	71,500	301	105,474	1,199	40
Pittsburgh	134,814	507	89,957	391	74,957	301	105,159	1,199	41
Cal - Davis	129,373	507	90,628	391	81,346	301	104,681	1,199	42
Penn State	132,061	507	89,163	391	76,114	301	104,027	1,199	43
Case	131,163	507	85,764	391	79,184	301	103,309	1,199	44
Indiana	128,390	507	87,045	391	77,376	301	102,101	1,199	45
Colorado	125,511	507	90,256	391	77,493	301	101,960	1,199	46
Iowa	130,025	507	86,372	391	74,081	301	101,745	1,199	47
Purdue	125,093	507	87,113	391	79,074	301	101,155	1,199	48
Minnesota	125,708	507	86,010	391	79,146	301	101,073	1,199	49
Michigan State	128,561	507	89,242	391	69,494	301	100,911	1,199	50
Washington *	122,689	507	88,286	391	79,339	301	100,587	1,199	51
Texas A&M	120,010	507	83,076	391	72,795	301	96,113	1,199	52
Wisconsin	114,690	507	87,373	391	75,860	301	96,034	1,199	53
Syracuse	117,614	507	85,427	391	73,409	301	96,020	1,199	54
Arizona	\$119,892	507	\$81,845	391	\$70,771	301	\$95,153	1,199	55
Iowa State	115,933	507	83,460	391	75,117	301	95,097	1,199	56
Florida	121,749	507	80,097	391	68,943	301	94,910	1,199	57
Kansas	116,140	507	78,753	391	69,249	301	92,176	1,199	58
Oregon	112,252	507	79,616	391	74,032	301	92,014	1,199	59
Nebraska	114,791	507	77,638	391	71,615	301	91,836	1,199	60
Missouri	113,892	507	75,936	391	61,737	301	88,421	1,199	61
Johns Hopkins *									
North Carolina State**	116,800	507	83,700	391	70,900	301	94,483	1,199	
institutions included, n = 61									
Mean	\$146,283		\$97,243		\$85,237		\$114,966		
	tot # fac 30,927		23,851		18,361		73,139 = tot # fac		

Note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution.

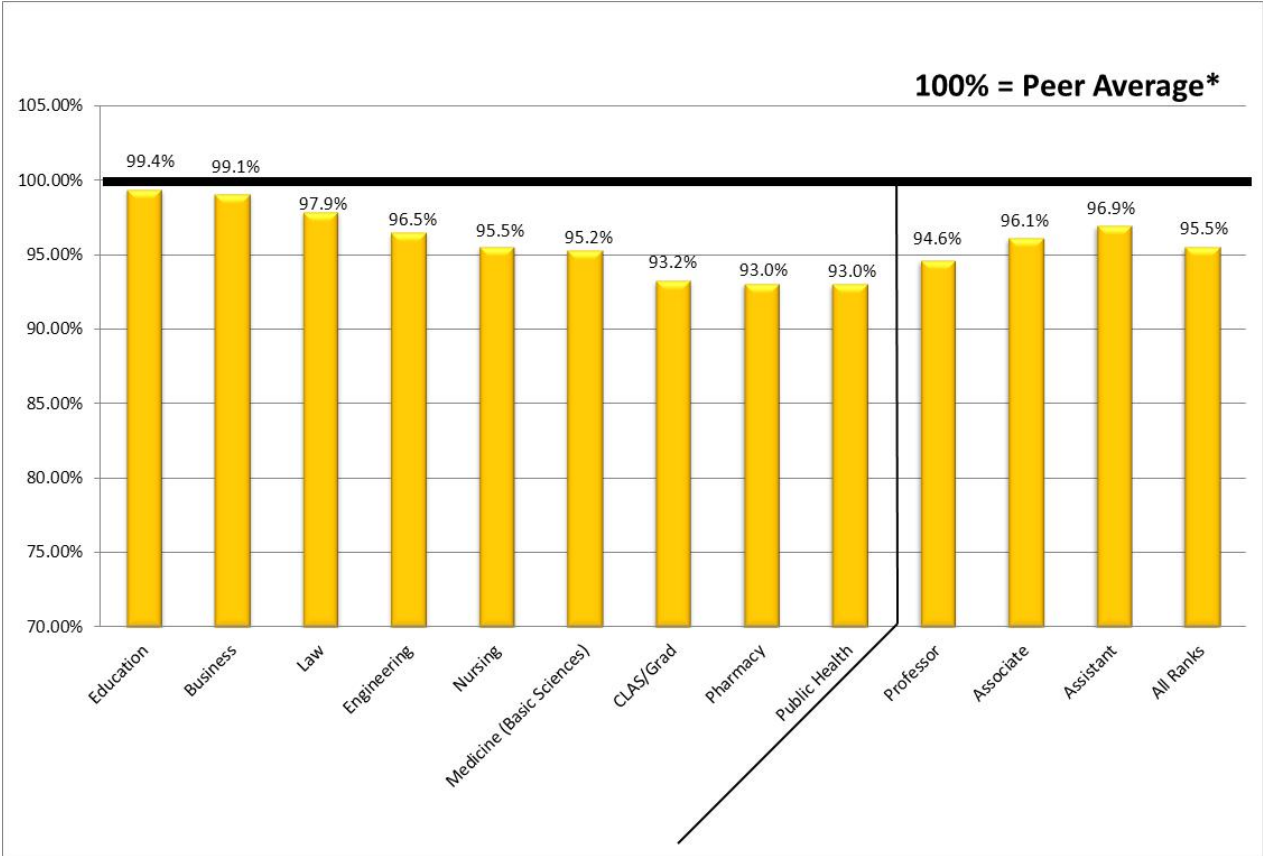
* Institutions did not submit to AAUDE, data from the Chronicle, as available. ** NC State is not an AAUDE member.

Source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).

Average Faculty Salaries by Academic Rank, FY 2012												
Peers Adjusted to UNI Rank Distribution	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
Peers as listed by Education Trust	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary
University	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking
University of California - Riverside	96,367	498	1	75,500	122	1	82,900	201	4	130,700	175	1
University of Alabama	95,567	498	2	67,500	122	4	89,300	201	1	129,900	175	2
University of North Carolina-Charlotte	87,300	498	3	69,900	122	2	79,400	201	9	112,600	175	3
West Chester University of Pennsylvania	85,100	498	4	67,500	122	5	83,900	201	2	103,900	175	10
University of North Texas	84,667	498	5	65,900	122	10	80,200	201	7	107,900	175	6
University of Mississippi-Main	84,567	498	6	66,200	122	9	78,700	201	10	108,800	175	4
West Virginia University	83,833	498	7	64,400	122	14	79,700	201	8	107,400	175	7
Bloomsburg University of Pennsylvania	83,700	498	8	64,500	122	13	82,100	201	5	104,500	175	9
Indiana University of Pennsylvania-Main	83,467	498	9	63,400	122	17	83,200	201	3	103,800	175	11
Kent State University-Main	82,800	498	10	67,300	122	6	76,600	201	11	104,500	175	8
University of North Carolina-Greensboro	82,467	498	11	63,100	122	19	75,500	201	14	108,800	175	5
Kutztown University of Pennsylvania	81,733	498	12	60,800	122	27	81,700	201	6	102,700	175	13
Ohio University	81,400	498	13	65,000	122	12	76,100	201	12	103,100	175	12
North Dakota State University-Main	81,233	498	14	68,000	122	3	75,600	201	13	100,100	175	14
East Carolina University	79,067	498	15	66,700	122	8	74,800	201	17	95,700	175	19
Oakland University	78,967	498	16	63,700	122	16	73,900	201	19	99,300	175	15
Central Michigan University	78,800	498	17	62,700	122	21	75,400	201	15	98,300	175	16
Northern Illinois University	77,967	498	18	65,900	122	11	73,100	201	21	94,900	175	20
Mississippi State University	77,367	498	19	63,300	122	18	72,800	201	22	96,000	175	18
Illinois State University	76,533	498	20	67,100	122	7	69,800	201	32	92,700	175	25
Eastern Illinois University	76,100	498	21	63,000	122	20	73,700	201	20	91,600	175	28
California State University - Fresno	76,033	498	22	62,100	122	24	71,300	201	29	94,700	175	21
Grand Valley State University	75,533	498	23	62,200	122	22	72,100	201	25	92,300	175	27
University of Nebraska-Omaha	75,367	498	24	64,200	122	15	74,900	201	16	87,000	175	34
University of North Carolina-Wilmington	75,067	498	25	59,300	122	32	72,300	201	23	93,600	175	22
Northern Arizona University	75,033	498	26	58,900	122	35	69,300	201	33	96,900	175	17
Florida A & M University	74,933	498	27	60,100	122	29	74,600	201	18	90,100	175	31
Western Illinois University	74,667	498	28	59,300	122	33	72,200	201	24	92,500	175	26
University of Minnesota-Duluth	74,667	498	29	58,300	122	38	72,100	201	26	93,600	175	23
SUNY College At Oswego	73,567	498	30	57,700	122	39	72,100	201	27	90,900	175	29
Bowling Green State University-Main	73,533	498	31	57,000	122	40	70,200	201	30	93,400	175	24
Appalachian State University	73,333	498	32	60,500	122	28	70,200	201	31	89,300	175	32
University of Northern Iowa	73,167	498	33	59,400	122	31	71,400	201	28	88,700	175	33
Indiana State University	73,167	498	34	61,100	122	26	67,600	201	34	90,800	175	30
Saint Cloud State University	70,900	498	35	62,000	122	25	67,600	201	35	83,100	175	39
Montana State University-Bozeman	69,767	498	36	59,500	122	30	64,900	201	43	84,900	175	36
Georgia Southern University	69,000	498	37	58,900	122	36	67,300	201	36	80,800	175	42
Ball State University	68,967	498	38	54,400	122	48	67,000	201	37	85,500	175	35
Murray State University	68,200	498	39	54,600	122	46	65,800	201	41	84,200	175	37
South Dakota State University	68,167	498	40	59,000	122	34	66,100	201	38	79,400	175	44
Winona State University	68,000	498	41	56,600	122	43	63,700	201	44	83,700	175	38
Radford University	67,700	498	42	58,400	122	37	65,900	201	39	78,800	175	45
Northern Michigan University	67,367	498	43	54,500	122	47	65,000	201	42	82,600	175	40
University of Wisconsin-Whitewater	67,267	498	44	62,200	122	23	63,700	201	45	75,900	175	49
Tennessee Technological University	66,800	498	45	54,300	122	49	65,900	201	40	80,200	175	43
The University of Montana-Missoula**	66,267	498	46	56,800	122	42	63,400	201	47	78,600	175	47
University of Central Arkansas	66,067	498	47	55,800	122	45	63,600	201	46	78,800	175	46
University of West Georgia	65,667	498	48	53,200	122	51	61,600	201	48	82,200	175	41
University of Wisconsin-Oshkosh	64,333	498	49	56,900	122	41	61,600	201	49	74,500	175	50
University of Wisconsin-Eau Claire	63,600	498	50	56,400	122	44	61,500	201	50	72,900	175	51
University of Northern Colorado	63,400	498	51	51,500	122	53	60,300	201	51	78,400	175	48
University of Wisconsin-Stout	61,500	498	52	54,300	122	50	59,400	201	52	70,800	175	52
University of Wisconsin-Stevens Point	59,567	498	53	51,900	122	52	57,800	201	53	69,000	175	53
University of New Hampshire***												
Mean	74,898			60,994			71,336			92,364		

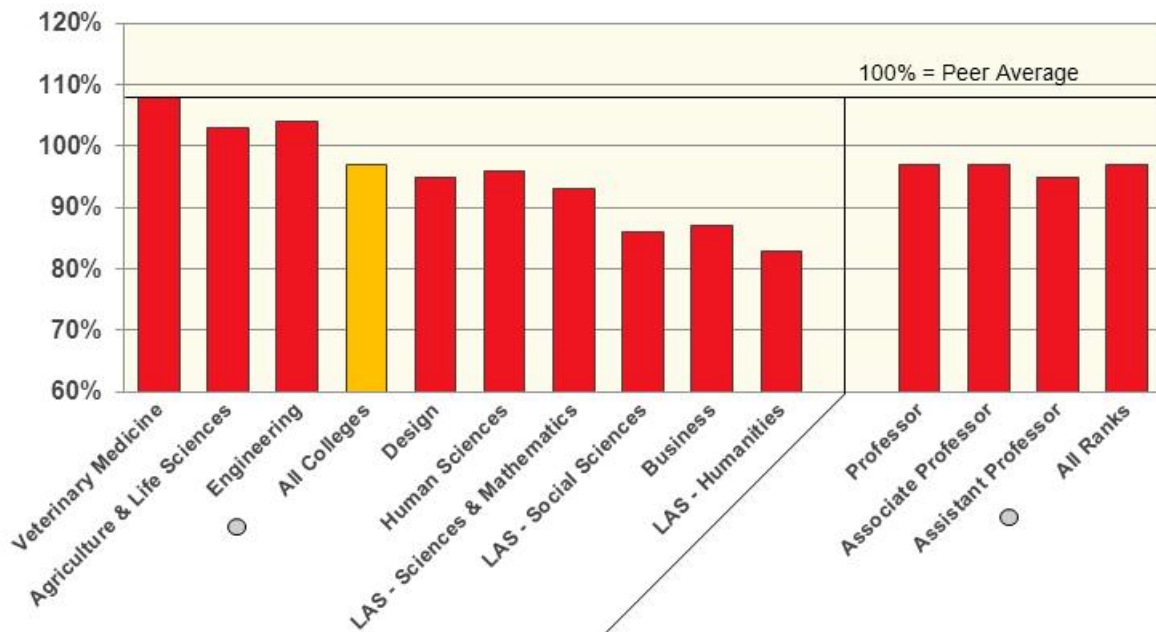
*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.
 University of Montana-Missoula is usually referred to as "U Montana", which was used in this sheet. *University of New Hampshire was not in the report.
 Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.
 Data Source: ACADEME, AAUP, March-April 2012.

**UNIVERSITY OF IOWA
FACULTY SALARIES AS A PERCENT OF PEER AVERAGE
FY 2012**



Percentiles by rank do not include the College of Dentistry
Peer averages are adjusted to Iowa rank distribution with the exception of the College of Law.

IOWA STATE UNIVERSITY Faculty Salaries as a Percent of Peer Average - FY 2012



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS					
FY 2009 - FY 2013					
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
SUI PEER GROUP					
Indiana University, Bloomington	4.90%	0.00%	3.00%	1.50%	2.20%
Ohio State University, Main Campus	3.50%	2.50%	2.00%	2.00%	3.00%
University of Arizona	0.00%	0.00%	0.00%	0.00%	0.00%
University of California, Los Angeles	1.78%	1.78%	0.00%	4.78%	1.75%
University of Illinois, Urbana	2.50%	0.00%	2.50%	4.40%	2.50%
UNIVERSITY OF IOWA	4.09%	0.00%	2.50%	3.13%	2.38%
University of Michigan, Ann Arbor	4.50%	2.75%	n/a	n/a	n/a
University of Minnesota, Twin Cities	3.25%	0.00%	2.00%	0.00%	2.50%
University of North Carolina - Chapel Hill	3.00%	0.00%	0.00%	0.00%	2.00%
University of Texas, Austin	4.50%	0.00%	n/a	2.60%	2.19%
University of Wisconsin, Madison	3.02%	0.00%	0.00%	0.00%	0.00%
ISU PEER GROUP					
IOWA STATE UNIVERSITY	5.46%	0.00%	1.90%	2.30%	2.40%
Michigan State University	3.00%	2.00%	0.00%	2.00%	2.50%
North Carolina State University	3.00%	0.00%	0.00%	0.00%	1.80%
Ohio State University, Main Campus	3.50%	2.50%	2.00%	2.00%	3.00%
Purdue University, Main Campus	4.00%	0.00%	0.00%	2.00%	2.30%
Texas A&M	3.00%	2.00%	0.00%	0.00%	n/a
University of Arizona	0.00%	0.00%	0.00%	0.00%	0.00%
University of California, Davis	1.78%	1.78%	0.00%	4.78%	n/a
University of Illinois, Urbana	2.50%	0.00%	2.50%	4.40%	2.50%
University of Minnesota, Twin Cities	3.25%	0.00%	2.00%	0.00%	2.50%
University of Wisconsin, Madison	3.02%	0.00%	0.00%	0.00%	0.00%
UNI PEER GROUP					
California State University, Fresno	n/a	n/a	n/a	n/a	0.00%
Central Michigan University	n/a	3.00%	3.00%	n/a	1.25%
Illinois State University	3.00%	0.00%	2.50%	3.00%	0.00%
Indiana State University, Terre Haute	3.50%	n/a	n/a	n/a	n/a
Northern Arizona University	0.00%	0.00%	n/a	3.50%	0.00%
Ohio University, Athens	3.00%	0.00%	1.00%	3.90%	2.50%
University of Minnesota, Duluth	3.00%	n/a	n/a	2.00%	n/a
University of North Carolina, Greensboro	3.70%	n/a	n/a	0.00%	1.20%
University of North Texas	4.00%	2.00%	0.00%	0.00%	3.00%
UNIVERSITY OF NORTHERN IOWA	4.00%	0.00%	3.00%	2.90%	3.52%
University of Wisconsin, Eau Claire	1.00%	0.00%	0.00%	0.00%	0.00%

FY 2012 and FY 2013 Increases for UNI-United Faculty were 2.25% on July 1 and 1.25% on January of each fiscal year which equate to 2.9% for the year, the 3.52% represents annualization of the increases.

**REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2011-12
AVERAGE FACULTY TOTAL COMPENSATION, 2011-12**

COMPARISON GROUPS	Average Faculty Salary (all ranks)	Rank Average Salary	Benefits as % of Salary	Average Faculty Total Compensation (1)	Rank Total Compensation
University of California, Los Angeles	137,800	1	34.00%	184,600	1
University of Michigan, Ann Arbor	119,600	2	23.70%	147,900	2
University of North Carolina, Chapel Hill	113,400	4	24.70%	141,400	3
University of Illinois, Urbana	108,900	5	28.80%	140,300	4
University of Minnesota, Twin Cities	102,200	8	37.10%	140,100	5
University of Texas, Austin	114,800	3	19.70%	137,400	6
Ohio State University, Main Campus	107,700	6	25.00%	134,600	7
University of Wisconsin	99,700	10	34.10%	133,700	8
Indiana University, Bloomington	103,600	7	28.30%	132,900	9
UNIVERSITY OF IOWA	101,300	9	28.70%	130,400	10
University of Arizona	97,000	11	29.80%	125,900	11
University of California, Davis	113,600	1	35.50%	154,000	1
University of Illinois, Urbana	108,900	2	28.80%	140,300	2
University of Minnesota, Twin Cities	102,200	4	37.10%	140,100	3
Ohio State University, Main Campus	107,700	3	25.00%	134,600	4
University of Wisconsin	99,700	7	34.10%	133,700	5
Michigan State University	100,100	6	30.50%	130,600	6
Purdue University, Main Campus	102,100	5	27.30%	130,000	7
University of Arizona	97,000	8	29.80%	125,900	8
IOWA STATE UNIVERSITY	95,100	11	29.20%	122,900	9
North Carolina State University	95,900	10	26.40%	121,200	10
Texas A & M	97,000	8	18.60%	115,000	11
Central Michigan University	80,300	4	37.20%	109,700	1
Ohio University, Athens	83,600	3	33.70%	109,000	2
University of North Carolina, Greensboro	84,800	2	28.40%	106,800	3
University of Minnesota, Duluth	71,400	10	50.60%	106,100	4
California State University, Fresno	79,400	5	32.20%	103,700	5
Northern Arizona University	77,300	6	33.10%	102,500	6
Illinois State University	77,000	8	31.00%	100,500	7
University of North Texas	88,600	1	17.20%	100,400	8
UNIVERSITY OF NORTHERN IOWA	77,200	7	32.30%	98,500	9
Indiana State University, Terre Haute	73,600	9	32.90%	98,000	10
University of Wisconsin, Eau Claire	63,400	11	35.30%	84,900	11

Source: SUI and ISU -- AAUP Faculty Compensation Survey acquired through AAU Data Exchange

UNI -- Academe, Bulletin of the American Association University Professors, March-April 2012

(1) Total compensation includes [a] retirement contributions; [b] medical insurance; [c] disability income protection [d] tuition for faculty dependents; [e] dental insurance; [f] social security; [g] unemployment insurance; [h] group life insurance [i] workers compensation premiums; [j] other benefits such as moving expenses

**Average Faculty Salaries by Academic Rank, FY2012 (MD or equivalent degree holders)
University of Iowa and All AAMC Public and Private Medical Schools by Regional Group**

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking
Midwest	326,000	3,357	2	284,900	3,428	2	248,600	7,217	2	276,000	14,002	2
Northeast	340,600	3,756	1	307,600	4,668	1	250,100	10,833	1	281,700	19,257	1
West	311,400	2,756	3	263,700	2,258	4	227,700	3,802	4	263,100	8,816	3
South	307,600	3,566	5	266,300	4,144	3	230,300	8,813	3	256,000	16,523	5
University of Iowa	309,797	207	4	245,253	175	5	216,722	226	5	256,600	608	4
Mean	\$322,000			\$283,100			\$241,100			\$270,200		

PART 7

Employee Awards Programs

University of Iowa and Iowa State University

In May 2005, the Board approved a pilot program to recognize exceptional performance by nonorganized 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). The University reported that as of March 4, 2006, 64 exceptional performance awards and 103 SPOT awards were given. These were cash awards and were not added to base salary.

Rather than ask the Board to consider extension of the pilot award program at the University of Iowa, the Policy Manual was revised to authorize such programs at the other institutions. The revision to Chapter 4 of the Policy Manual, inserted below, allows each institution to develop its own procedures for recognizing exceptional performance in nonorganized faculty and professional and scientific staff.

Pay for Exceptional Performance

The institutions are authorized to develop procedures for approval by the Executive Director to recognize exceptional performance by nonorganized faculty professional and scientific staff.

If an institution chooses to institute such an award program, the number and amount of awards given, gender and ethnic breakdown of recipients as compared to all the eligible staff and examples of achievements recognized will be reported annually as a part of the Human Resources Comprehensive Report.

The University of Iowa program to recognize exceptional performance has been in place for several years. Iowa State University implemented an Extra-Meritorious Performance Pay program in FY 2011.

The following describes the operation of the University of Iowa Flexible Pay Program during FY 2012.

University of Iowa -- Flexible Pay Program Standards:

Flexible pay was awarded for extra-meritorious performance that included project completion, sustained above average performance, revenue generation and excellent customer service, etc. Two types of awards were allowed: (1) Exceptional Performance Awards, and (2) SPOT Performance Awards

In order to be eligible for a Flexible Pay Award, an employee must have been employed at the University of Iowa in a regular position for at least six months, have a current above average performance evaluation on file, and must have received at least the average July 1 salary increase. Flexible pay was awarded in the form of a lump sum payment that was not added to base salary and could be awarded at any time during the year. For exceptional performance employees could receive up to 10% of their salary in flexible pay. No more than 10% of the non-organized P&S employees would be eligible to receive Exceptional Performance Awards.

Spot Awards of \$25.00 to \$75.00 was another component of the Flexible Pay Program that allows departments to immediately recognize outstanding performance. Departments were responsible for funding all Flexible Pay Awards.

SUMMARY OF THE SUI FLEXIBLE PAY PROGRAM FROM JULY 1, 2011 TO JUNE 30, 2012

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	5,314	345	\$250 - \$18,900	\$4,028	\$1,389,508
Spot Awards	5,314	403	\$31 - \$75	\$74	\$29,939

	Females*	Minorities*
Percentage of Exceptional Performance Awards	63%	8%
Percentage of Spot Awards	57%	4%

***Note:** Females make up approximately 62% of eligible non-bargaining P&S staff members. Minorities comprise approximately 9.7% of eligible non-bargaining P&S staff members.

EXAMPLES OF SUI EXCEPTIONAL PERFORMANCE AWARDS

An employee was responsible for leading the successful design; construction and opening of the University of Iowa's first comprehensive secure data center facility. It was an incredible achievement that combined all General University and UI Healthcare needs. It also provided a much needed stimulus to computing-based research such as genetics-based studies within the health sciences. Last, this project provides built-in redundancy and protection from tornados and similar natural disasters that will ultimately assure University of Iowa Hospitals and Clinics and University of Iowa's ability to sustain operations during and following these events. The implications are enormous. All of this was done within the allotted budget and with the complete cooperation and integration of critical patient care needs of the University of Iowa Hospitals and Clinics.

An employee took on the additional duties of a vacant position that included successfully completing the administrative actions required to hire numerous new faculty, residents and fellows. The employee also took on the primary responsibility for compiling all of the information required for the formal 5-year departmental review. This involved a huge amount of work and was superbly executed. This individual was highly effective in educating the faculty about institutional requirements (e.g. timely dictation and document content policies), in a way that motivated the faculty to be in compliance, thereby increasing accuracy, quality, and reimbursements for care provided. This employee's direction on implant costs with faculty and UIHC officials resulted in multi- million dollar savings for the hospital. This employee also played a key role in the operations of the outpatient clinic and was instrumental restoring nursing/ support staff morale and dramatically improving the patients' satisfaction metrics derived from survey results.

Another employee was responsible for the "development of a significant new initiative" related to the training and education of new State Health Registry of Iowa staff, as well as hospital Cancer Registry program staff across the State of Iowa that submit data for statewide Cancer reporting. Over the past ten years, the American Joint Committee on Cancer (AJCC) has collaborated with NCI-SEER,

CDC/NPCR, NCRA, NAACCR, CoC, and CCS/NCIC to address the issue of discrepancies in staging guidelines among the three major cancer staging systems used in the United States. The result of this initiative is the Collaborative Stage Data Collection System, or CSv2. All cases diagnosed on or after January 1, 2011 must be coded using CSv2 version 02.03.02. This employee spent considerable time updating manuals and training modules for staff to reflect the significant data changes and requirements implemented in 2010 and 2011. In particular, he developed a module that is a four-day course, and is the first course that new trainees receive. The trainees learn how to utilize the various manuals that are required to collect the numerous data elements necessary to meet standard reporting requirements. Over the past year, this employee spent considerable effort researching materials thoroughly, and following-up with his trainees to assure that they understand completely. Training settings are determined by the location of the trainee and may require travel throughout the state of Iowa. Timelines and modules training need to be flexible. The feedback received from the trainees indicates that he is exceptional in the understanding and comprehension of the detailed material. Around these extra efforts the employee has maintained and strengthened his overall responsibilities for data collection at the largest facility in his territory, which is an American College of Surgeons (ACoS) approved program. This included numerous challenges including local vendor software delays that required keeping the program's data current. He still provides guidance/mentoring of local program staff. His development and delivery of the training materials have been extremely effective and professional. Plans are to continue enhancements and further development of training materials that will meet the needs of the State Health Registry and constituents around the state of Iowa.

An employee was responsible for exceptional performance related to work performed in the Brain Research Laboratory (HBRL). Complex research has been conducted on human neurosurgical patients that require that data acquisition is carried out smoothly and efficiently. This employee's was given the major responsibility in the course of every experiment for the operation of data acquisition systems both in the GCRC and the OR. This employee's technical expertise was critically necessary with regards to facilitating communication and data sharing as it applies to the development of the Iowa Patch project. This joint venture between the Universities of Virginia, Iowa State University and the University of Iowa, is an innovative method of pain management utilizing a spinal cord stimulator. Seamless access to information was critical to the advancement of the project. The employee provided the tools and managed the processes necessary for allowing this. During the past year this employee effectively supervised as many as three M.S.-level engineering or computer science graduate research assistants. He was skilled in effectively training and assigning duties to maximize their efforts. As you can see from above, this employee's primary duties involved being a technical expert and providing the technical support for complex experimental electrophysiological studies of the human brain in the neurosurgical patients and functional MRI studies of patients.

An employee developed a new program for first-year students and a workshop for first-year students who were placed on probation. Last year Academic Advising designed, planned and implemented a pilot program for Entering first-year students that provided a more integrated learning experience as well as enhanced academic support for students. The new program that was developed creatively integrated elements from three current AAC-administered first-year opportunities: The College Transition, a first-year experience course; Courses in Common (CIC), a program in which a small group of students enroll in two-three courses together; and Iowa link, a program which makes extensive use of Supplemental Instruction (an academic support strategies that helps students learn and apply appropriate study strategies to a specific course). The new program was piloted fall semester 2011. The program development required extensive collaboration and extraordinary effort, including: revising the College Transition course for pilot sections; training selected instructors for the pilot sections; recruiting, hiring and training peer students to serve as Supplemental Instruction group leaders; providing ongoing support for the pilot instructors and study group leaders; and assessing the success of the pilot. This meant administering two versions of Courses in Common during the pilot every aspect of the development and implementation was more complex (e.g. listing courses on ISI, student registration, training two sets of instructors). Also, the decision to do the pilot was made quite

late so the program was developed under very tight time constraints. The results from the pilot program were very positive and as a result, it was decided that this new program would become the model for future College transition seminars.

Summary:

The University of Iowa Flexible Pay Program has provided colleges and departments with a mechanism for rewarding exceptional performance outside of July 1st that does not increase base salaries on a continuing basis. The university was able to provide timely monetary lump sum payments to employees for completing major projects on time, recommending different and more efficient ways to perform certain activities, revenue generation, and providing excellent customer service.

	FY 2009	FY 2010	FY 2011	FY 2012
Exceptional Performance Awards	367	117	280	345
Spot Awards	300	192	312	403

Iowa State University – Extra-Meritorious Performance Pay Program

Iowa State University maintains an Extra-Meritorious Performance Pay Program for Professional and Scientific (P&S) employees. Monetary awards may be given to reward an individual or group of individuals for outstanding performance or for a specific accomplishment that is beyond normal job expectations. Awards can be granted at any time during the year and are provided in the form of a lump sum payment. Eligible P&S employees can receive only one award per year. The maximum award is 10% of base pay. The award does not become part of base salary.

SUMMARY OF THE ISU EXTRA-MERITORIOUS PERFORMANCE PAY PROGRAM FROM JULY 1, 2011 TO JUNE 30, 2012

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	2,522	28	\$1,000 - \$7,000	\$3,202	\$89,663

	Females*	Minorities*
Percentage of Exceptional Performance Awards	68%	7%

***Note:** Females make up approximately 54.9% of eligible non-bargaining P&S staff members. Minorities comprise approximately 10.3% of eligible non-bargaining P&S staff members.

EXAMPLES OF ISU EXTRA-MERITORIOUS PERFORMANCE AWARDS

Examples of recognized achievements:

Incumbent organized a site visit as a result of ISU being selected as a finalist for a National Science Foundation Nanosystems Engineering Research Center award. Incumbent organized the important aspects of this complex meeting which involved more than 125 attendees from five states.

Incumbent's efforts were key to assuring that the critical deadline of a spring semester opening of the State Gym Renovation and West Addition project was met due to delays with a material supplier. Avoided the further loss of student fee income and negative impacts to the university.

Incumbent spent countless extra hours focusing on property insurance claims and worked closely with FEMA personnel, Homeland Security and key ISU personnel to supply information in support of university claims for reimbursement related to August 2010 flooding.

Incumbent was instrumental in the creation of the Student Financial Resource Center proposal. Lowering student debt and providing students with financial resources is a Board of Regents and ISU priority.