

Comprehensive Human Resources Report

Includes:

Regent Merit System FY 2005

Sick and Vacation Leave FY 2005

Fringe Benefits FY 2005

Retirements FY 2005

Faculty Resignations FY 2005

Salaries FY 2006

Faculty Salary Comparisons

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PART

1

Regent Merit System – FY 2005

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.

Employees By Institution

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	655	175	84	2	3	919
Blue Collar	1,375	668	256	23	18	2,340
Security	58	28	18	0	0	104
Technical	1,169	187	32	25	33	1,446
Clerical	2,060	758	237	4	6	3,065
TOTALS	5,317	1,816	627	54	60	7,874

Minority Employment

	SUI	ISU	UNI	ISD	IBSSS
Male Majority	29.8%	33.8%	28.6%	29.6%	25.0%
Female Majority	62.8%	62.4%	62.4%	57.4%	73.35
Male Minority	3.0%	1.1%	3.2%	9.3%	0
Female Minority	4.3%	2.6%	5.9%	3.7%	1.6%

Employment Activity – Appointments

	System	SUI	ISU	UNI	ISD	IBSSS
Original Entry	627	530	65	13	13	6
Reinstatements	40	37	3	0	0	0
Reemployments and Recalls	6	3	2	1	0	0
TOTAL APPOINTMENTS	673	570	70	14	13	6

Employment Activity – Other Personnel Transactions

	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Minority	4	10	3	0
Female Minority	6	18	7	1
Male Majority	49	90	18	11
Female Majority	94	174	104	30
TOTAL	147	292	132	42

	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Minority	17	3	1	6
Female Minority	31	1	0	5
Male Majority	120	36	10	10
Female Majority	314	73	18	26
TOTAL	482	113	29	47

Classification Activity

The Regent Merit System Classification Plan consists of 301 individual classes. Each position is allocated to one of the 301 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 2005, 189 requests for reclassification were decided as shown in the following tables. In addition to reclassification requests, the appropriate classifications were determined for 172 new positions.

Reclassification Studies – FY 2005

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	5	4	0	0	0	9
Blue Collar	31	12	3	0	1	47
Security	1	0	0	0	0	1
Technical	8	15	0	0	2	25
Clerical	62	36	9	0	0	107
TOTAL	107	67	12	0	3	189

Results of Reclassification Reviews – FY 2005

	Total Reclass 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	107	20	15	72	0
ISU	67	2	4	46	15
UNI	12	2	0	9	1
ISD	0	0	0	0	0
IBSSS	3	0	0	3	0
TOTAL	189	24	19	130	16

Classification Actions FY 2001 - 2005

	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Reclassification Requests	315	250	321	191	189
New Position Classifications	258	171	284	292	172
TOTAL ACTIONS	573	421	605	483	361

The classification plan is flexible and may be revised as the need arises with Board approval. 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.

Classifications that have been revised or added during FY 2005 are as follows:

- Medical Assistant I, pay grade 406
- Medical Assistant II, pay grade 408
- Clinical Technician I, pay grade 405
- Clinical Technician II, pay grade 407
- Clinical Technician III, pay grade 409
- Veterinary Teaching Hospital Assistant I, pay grade 505
- Veterinary Teaching Hospital Assistant II, pay grade 508

These classifications are in AFSCME bargaining unit and appropriate contacts were made to the union before the classifications were implemented.

Compensation

The Merit System Pay Plan is applied uniformly at each Regent institution and is developed to reflect appropriations approved by the General Assembly, 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 similar employees of other state agencies.

On January 1, 2005, Regent Merit System employees in AFSCME bargaining units received a 2% across-the-board increase. 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.

The average merit system salary increased from \$33,035 in FY 2004 to \$34,466 in FY 2005, an increase of approximately 4.3%.

	Average Annual Salary
SUI	\$33,939
ISU	\$35,726
UNI	\$35,726
ISD	\$31,445
IBSSS	\$32,618
System-Wide	\$34,466

Salaries of approximately 40% of Regent Merit System staff are in the upper quartile of the pay grades.

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 2001	FY 2002	FY 2003	FY 2004	FY 2005
Number of Appeals	20	11	4	10	8
Decisions Upheld	8	8	2	6	6
Decisions Reversed	9	1	1	4	2
Withdrawn	3	2	1	0	0

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 appeal procedure is applicable to employees who allege violation of the collective bargaining agreement between the State and AFSCME. Those appeals 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 161,100 days of sick leave in FY 2005 at a cost of \$26.8 million.
- Average usage per employee was 6.8 days. The average usage in FY 2004 was 6.4 days.

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 vacation use per employee was 17.3 days. Average vacation use in FY 2004 was 16.5 days. Charts on the following two pages provide specifics on leave usage at the five institutions.

The following holidays are granted annually to employees:

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

SUI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,239	1,246	7,075	7,223	5,821	5,863	15,135	14,332
Total Value of Leave Used	\$1,723,550	\$11,486,253	\$9,649,333	\$26,174,611	\$7,628,343	\$13,162,966	\$19,001,226	\$50,823,830
Total Days Used	3,321.13	20,802.13	51,588.75	130,202.38	58,503.25	95,361.50	113,413	246,366
Average Days Used Per Employee	1.48	16.70	7.29	18.03	10.05	16.26	7.49	17.19

ISU	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	1,859	502	2,530	2,502	1,918	1,916	6,307	4,920
Total Value of Leave Used	\$692,732	\$2,766,722	\$2,332,100	\$9,105,173	\$2,585,588	\$4,717,008	\$5,610,420	\$16,588,903
Total Days Used	2,351	7,747	12,804	46,100	19,482	33,791	34,637	87,638
Average Days Used Per Employee	1.26	15.43	5.06	18.43	10.16	17.64	5.49	17.81

UNI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	733	25	537	537	631	631	1,901	1,193
Total Value of Leave Used	\$289,900	\$146,281	\$669,403	\$1,864,032	\$912,132	\$1,550,762	\$1,871,435	\$3,561,075
Total Days Used	926	321	3,401	8,592	6,784	11,086	11,111	19,999
Average Days Used Per Employee	1.26	12.84	6.33	16.00	10.75	17.57	5.84	16.76

ISD	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	46	n/a	46	46	60	60	152	106
Total Value of Leave Used	\$64,420	n/a	\$47,643	\$91,075	\$69,409	\$107,473	\$181,472	\$198,548
Total Days Used	301.50	n/a	288.38	358.25	544.25	742.25	1,134	1,101
Average Days Used Per Employee	6.55	n/a	6.27	7.79	9.07	12.37	7.46	10.38

IBSSS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	39	n/a	15	15	57	57	111	72
Total Value of Leave Used	\$67,005	n/a	\$19,592	\$77,616	\$59,137	\$110,020	\$145,734	\$187,636
Total Days Used	273.50	n/a	77.75	336.00	453.88	826.63	805	1,163
Average Days Used Per Employee	7.01	n/a	5.18	22.40	7.96	14.50	7.25	16.15

REGENTS TOTAL	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	4,916	1,773	10,203	10,323	8,487	8,527	23,606	20,623
Total Value of Leave Used	\$2,837,607	\$14,399,256	\$12,718,071	\$37,312,507	\$11,254,609	\$19,648,229	\$26,810,287	\$71,359,992
Total Days Used	7,174	28,870	68,160	185,589	85,767	141,807	161,100	356,266
Average Days Used Per Employee	1.46	16.28	6.68	17.98	10.11	16.63	6.82	17.28

Fringe Benefits

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 2005 was \$381,825,447. Institutional costs as a percent of nonstudent payroll are as follows: University of Iowa – 27%; Iowa State University – 29%; University of Northern Iowa – 33%; Iowa School for the Deaf – 36%; and Iowa Braille and Sight Saving School – 35%.

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
2005	Social Security	6.20%	6.20%	\$90,000
2006	Social Security	6.20%	6.20%	\$94,200
	Medicare	1.45%	1.45%	No maximum

Costs for Social Security and Medicare to the Regent institutions for FY 2005 are detailed below:

SUI	ISU	UNI	ISD	IBSSS
\$57,493,485	\$23,520,415	\$7,524,724	\$415,803	\$317,808

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.

The rate of contribution for IPERS is as follows:

- 5.75% by the employer and 3.7% by the employee

The number of employees selecting IPERS is as follows:

University of Iowa	1,780
Iowa State University	906
University of Northern Iowa	212
Iowa School for the Deaf	68
Iowa Braille and Sight Saving School	93

The Iowa Code does not specify a mandatory retirement age for employees participating in the IPERS program.

The employer contributions for IPERS for FY 2005 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$960,005	\$696,897	\$337,312	\$115,205	\$122,930

Federal Retirement Program

During FY 2005, 131 employees of Iowa State University were covered by federal retirement.

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

- The employer contribution is 5.75%. The employee's contribution is 3.7%.

Benefits from the TIAA program are in the form of a fixed annuity, which is adjusted periodically. CREF includes multiple investment accounts.

Under TIAA-CREF rules, vesting of employee and employer contributions is immediate.

The numbers of employees participating in the employer sponsored retirement programs during FY 2005 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	15,887	5,635	1,862	83	51
Substitute Plans	29	7	3	0	0

Employer contributions for employer sponsored retirement programs for FY 2005 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	\$75,611,436	\$29,824,087	\$9,881,241	\$224,317	\$115,107
Substitute Plans	\$102,270	\$33,474	\$27,484	0	0

¹ SUI: all employees with half-time or greater permanent appointments
 ISU: all employees with 1/3-time appointments or greater for nine continuous months or longer
 UNI: all employees holding other than a temporary appointment of ½-time or more

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 2005 costs for TIAA-CREF waiver of premium are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$1,302,862	\$871,569	\$246,043	\$5,398	\$2,757

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 2005 costs for these programs were:

	SUI	ISU	UNI	ISD	IBSSS
Unemployment Compensation	\$447,743	\$269,837	\$75,626	0	\$8,527
Worker's Compensation	\$4,436,971	\$2,240,735	\$209,921	\$75,957	\$97,052

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 1/2 times annual budgeted salary to a maximum coverage of \$1,000,000.

The University provides \$2,000 of paid up life insurance to staff members who retire at age 62 or older with 10 years of continuous covered service prior to retirement. For each year of service in excess of 10 years, an additional \$200 of paid up life insurance was provided up to a maximum of \$4,000.

The life insurance program is underwritten by Principal Financial Company.

The University pays an annual rate of \$4.56 per \$1,000.

- **Life insurance cost for the University of Iowa for FY 2005 was \$8,955,396.**

Iowa State University: Staff members holding a one-third 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 minimum coverage of \$7,000.
- 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 \$2.88 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 2005 was \$1,789,040.**

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.

The amount of life insurance for merit employees is 2 times salary and 2 1/2 times salary for organized faculty and professional and scientific staff.

- 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 less dividends for FY 2005 was \$664,834.**

Iowa School for the Deaf, Iowa Braille and Sight Saving School: All permanent employees working at least 50% time participate in the life insurance group at the University of Northern Iowa.

Costs for life insurance for FY 2005 at the special schools are as follows:

ISD	IBSSS
\$26,765	\$20,074

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 \$2.72 single, \$4.32 family, \$3.00 single with children and \$4.00 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 2005 was \$317,908.**

University of Northern Iowa: Faculty and professional staff members holding permanent positions of half-time or more for a period of no less than the academic year are covered for accidental death and dismemberment. This program is underwritten by the Principal Mutual Life Insurance Company.

- Coverage is in the amount of 2 1/2 times of their budgeted salary with a maximum benefit of \$250,000.

The entire annual cost of \$0.39 per \$1,000 coverage is paid by the University.

- **The University's cost for FY 2005 was \$66,490.**

Iowa School for the Deaf and Iowa Braille and Sight Saving School: All permanent employees working at least 50 percent time participate in the accidental death and dismemberment group at the University of Northern Iowa.

Costs for Accidental Death and Dismemberment insurance for FY 2005 at ISD and IBSSS are as follows:

ISD	IBSSS
\$3,972	\$2,950

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.

Two options are offered and staff members must elect one of the two programs.

- The disability benefit is a percentage of annual salary and is based on length of continuous service, as follows:

SERVICE TIME	PROGRAM I	PROGRAM II
After one year	10%	14%
After two years	20%	28%
After three years	30%	42%
After four years	40%	56%
After five years	50%	70%

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 \$11,666.

- 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 2005 was \$6,308,071.**

Iowa State University: This coverage is provided for all permanent employees with a one-third time or greater appointment for nine months following 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 are 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.

- **The FY 2005 cost to the University was \$1,964,006.**

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 not less than one year.

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.

Staff members are eligible for coverage after one year of employment with the University.

- 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.

The University pays the entire cost of this coverage.

- **FY 2005 cost to the University was \$1,079,072.**

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 2005 at the two special schools are shown below:

ISD	IBSSS
\$47,530	\$32,999

Comprehensive Medical Plans

University of Iowa: Faculty, professional and scientific staff and supervisory employees in the Regents Merit System with a permanent appointment of half-time or more are offered a choice of health insurance plans.

- The plans include a selection of comprehensive and managed care health insurance plans, all on a minimum premium basis.

The monthly premiums for calendar year 2005 are shown below. The calendar year 2006 premiums are shown in parentheses. The employer share of health insurance coverage increased approximately 5.4%.

University of Iowa Health Insurance Monthly Premiums
Calendar Year 2005
(Calendar Year 2006)

	CHIP II	CHIP III	UI CARE	UI SELECT	GRAD CARE*
<u>SINGLE</u>	\$256.99 (\$281.00)	\$400.00 (\$479.00)	\$358.00 (\$389.00)	\$232.00 (\$251.00)	\$240.00 (\$228.00)
Employer	\$256.00 (\$281.00)	\$305.00 (\$321.00)	\$305.00 (\$321.00)	\$232.00 (\$251.00)	\$216.00 (\$205.20)
Employee	0 (0)	\$95.00 (\$158.00)	\$53.00 (\$68.00)	0 (0)	\$24.00 (\$22.80)
<u>FAMILY</u>	\$593.00 (\$708.00)	\$982.00 (\$1,004.00)	\$713.00 (\$730.00)	\$695.00 (\$701.00)	\$464.00 (\$496.00)
Employer	\$534.00 (\$581.00)	\$534.00 (\$581.00)	\$534.00 (\$581.00)	\$534.00 (\$581.00)	\$324.80 (\$347.20)
Employee	\$59.00 (\$127.00)	\$448.00 (\$423.00)	\$179.00 (\$149.00)	\$161.00 (\$120.00)	\$139.20 (\$148.80)
<u>EMPLOYEE with CHILDREN</u>	\$358.00 (\$358.00)	\$618.00 (\$618.00)	\$500.00 (\$543.00)	\$464.00 (\$464.00)	\$746.00 (\$383.00)
Employer	\$358.00 (\$358.00)	\$378.00 (\$378.00)	\$378.00 (\$378.00)	\$378.00 (\$378.00)	\$204.40 (\$268.10)
Employee	0 (0)	\$240.00 (\$240.00)	\$122.00 (\$165.00)	\$86.00 (\$86.00)	\$541.60 (\$114.90)
<u>EMPLOYEE w/SPOUSE</u>	\$633.00 (\$791.00)	\$868.00 (\$868.00)	\$675.00 (\$675.00)	\$550.00 (\$550.00)	\$240.00 (\$307.00)
Employer	\$489.00 (\$537.00)	\$489.00 (\$537.00)	\$489.00 (\$537.00)	\$489.00 (\$537.00)	\$168.00 (\$214.90)
Employee	\$144.0 (\$254.00)	\$379.00 (\$331.00)	\$186.00 (\$138.00)	\$61.00 (\$13.00)	\$72.00 (\$92.10)

*Grad Care rates are on an academic year basis.

CHIP II has individual deductibles of \$1,200 per person.

- After meeting the deductible, the plan pays 90% with an annual out-of-pocket maximum of \$4,200 for a single contract and \$6,300 for a family contract.

CHIP III pays 100% of any combination of covered charges incurred by a subscriber in excess of \$2,100 for a single contract and \$3,200 for a family contract in a calendar year.

- Coinsurance is applicable with covered charges at an 80/20 rate for physician, hospital, and related services. Hospital deductible is \$600 for family coverage; \$200 deductible for other covered medical services.

UI CARE pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,500 for a single contract and \$3,000 for other contracts in a calendar year.

- Coinsurance is applicable with covered charges at a 90/10 rate for hospital and relative services.

- Hospital deductible is \$125 per day.
- Program is a restricted panel managed care product. No coverage for care received outside of panel. No copayment required for physician visits.

UI SELECT pays 100% of any combination of covered charges incurred by the subscriber in excess of \$1,700 for a single contract and \$3,300 for a family contract in a calendar year.

- This is a managed care product with a restricted panel.
- Coinsurance is applicable with covered charges at 90/10.
- Hospital deductible is \$400.
- Physician copayments are \$10.

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 \$75 per day.
- No copayment required for physician visits.
- Program is a restricted panel managed care product utilizing the University Student Health Service.

The University's health insurance cost for faculty, professional and scientific staff and supervisory merit personnel for FY 2005 was \$48,411,257.

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

Iowa State University offers an indemnity medical plan and two managed care plans -- 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 \$84 is available. The 2005 premiums are shown below. The premiums for 2006 are shown in parentheses. The employer contribution increased approximately 12% from calendar year 2005 to calendar year 2006.

	SINGLE	EMPLOYEE WITH SPOUSE	EMPLOYEE WITH CHILDREN	FAMILY
Indemnity	\$405 (\$478)	\$928 (\$1,095)	\$726 (\$857)	\$1,185 (\$1,398)
POS	\$319 (\$351)	\$731 (\$804)	\$570 (\$627)	\$935 (\$1,029)
HMO	\$287 (\$324)	\$658 (\$744)	\$515 (\$582)	\$838 (\$947)
ISU Contribution	\$308 (\$344)	\$541 (\$606)	\$445 (\$498)	\$722 (\$808)
Opt-out	\$75 (\$84)	\$75 (\$84)	\$75 (\$84)	\$75 (\$84)

- **The health insurance cost (less dividends) for the University for FY 2005 for faculty, professional and scientific staff, and supervisory merit staff was \$23,232,180.**

University of Northern Iowa: The University offers health insurance coverage 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 increased about 8% for FY 2008. The FY 2005 premiums are shown below. The premiums for FY 2006 are shown in parentheses.

	UNIVERSITY PLAN	UNI BLUE ADVANTAGE
<u>SINGLE</u>	\$387.00 (\$418.00)	\$368.75 (\$402.92)
Employer	\$387.00 (\$418.00)	\$368.75 (\$402.92)
Employee	0 (0)	0 (0)
<u>FAMILY</u>	\$1,010.00 (\$1,090.00)	\$921.88 (\$1,007.30)
Employer (unit faculty)	\$757.50 (\$817.50)	n/a
Employer (P&S, nonunit fac.)	\$808.00 (\$872.00)	\$737.50 (\$804.84)
Employee (unit faculty)	\$252.50 (\$272.00)	n/a
Employee (P&S nonunit fac.)	\$202.00 (\$218.00)	\$184.38 (\$201.46)

Under the current United Faculty collective bargaining agreement, faculty do not pay any part of the premium cost of a single plan. Faculty pay 25% of the cost of family coverage.

The University medical 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. This plan requires that all services be channeled through a primary care physician, chosen from a network panel by the employee. 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.

The University's cost for health insurance in FY 2005 was \$10,010,766.

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 an a Managed Care Organization (MCO) – Blue Advantage all through Blue Cross/Blue Shield. The monthly employer premiums for calendar year 2005 are shown below. Calendar year 2006 premiums are shown in parentheses. Premiums for the Wellmark plans increased approximately 10%.

	PLAN 3 PLUS	IOWA SELECT	BLUE ADVANTAGE
SINGLE	\$471.63 (\$517.87)	\$442.95 (\$489.40)	\$311.26 (\$350.60)
Employer	\$471.63 (\$517.87)	\$442.95 (\$489.40)	\$311.26 (\$350.60)
Employee	0 (0)	0 (0)	0 (0)
FAMILY	\$1,103.62 (\$1,211.83)	\$1,036.54 (\$1,145.23)	\$746.96 (\$841.38)
Employer	\$881.06 (\$989.75)	\$881.06 (\$989.75)	\$746.96 (\$841.38)
Employee	\$222.56 (\$222.08)	\$155.48 (\$155.48)	0 (0)

In the first six months of 2006 the employee share for Iowa Select remains at \$155.48. This figure is deducted from the new total premium to derive the State share and that State share will be applied against all other plans. In the last six months of the plan year there will be an 85/15% split of the family premium cost of Iowa Select. The state share of Iowa Select will be applied to all other family plans for AFSCME employees. The State will continue to pay 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 2005 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$31,996,791	\$12,239,134	\$4,166,984	\$1,037,310	\$731,036

Regent employees who live in selected Iowa counties have the option to participate in Health Maintenance Organizations with the employer's contribution similar to traditional health insurance programs.

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 2004 monthly rates are shown below. The rates for calendar year 2005 for the graduate student dental plan are shown below in parentheses. The rates for the plans will not be available until later in the year.

	DENTAL I	DENTAL II	DENTAL III	GRAD DENTAL
<u>SINGLE</u>	\$25.00 (\$26.00)	\$45.00 (\$45.00)	\$33.00 (\$36.00)	\$19.00 (\$19.00)
Employer	\$25.00 (\$26.00)	\$45.00 (\$45.00)	\$33.00 (\$36.00)	\$16.15 (\$16.15)
Employee	0 (0)	0 (0)	0 (0)	\$2.85 (\$2.85)
<u>FAMILY</u>	\$72.00 (\$74.00)	\$127.00 (\$127.00)	\$99.00 (\$112.00)	\$52.00 (\$54.00)
Employer	\$33.00 (\$39.00)	\$64.00 (\$76.00)	\$33.00 (39.00)	\$36.40 (\$37.80)
Employee	\$39.00 (\$35.00)	\$63.00 (\$51.00)	\$66.00 (\$73.00)	\$15.60 (\$16.20)

Dental I provides for 100% payment of normal cleaning and checkup expenses, 50% coinsurance for restorative care, and 20% for orthodontia.

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

Dental III provides for payment of 75% for all types of care.

- **The University's cost for dental insurance premiums for FY 2005 for faculty, professional and scientific staff, and supervisory merit staff was \$6,682,640.**

Iowa State University: All regular employees of one-third 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 2005 rates are shown below. The premiums for 2006 are shown in parentheses.
- 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	\$20.00 (\$20.00)	\$45.00 (\$45.00)	\$50.00 (\$50.00)	\$56.00 (\$56.00)
Comprehensive	\$32.00 (\$32.00)	\$78.00 (\$80.00)	\$85.00 (\$86.00)	\$94.00 (\$96.00)
ISU Contribution	\$20.00 (\$20.00)	\$20.00 (\$20.00)	\$20.00 (\$20.00)	\$20.00 (\$20.00)
Opt-out	\$20.00 (\$20.00)	\$20.00 (\$20.00)	\$20.00 (\$20.00)	\$20.00 (\$20.00)

- **The FY 2005 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$998,889.**

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. The monthly premiums for FY 2005 are shown below with FY 2006 rates shown in parentheses:

SINGLE		FAMILY	
	\$21.00 (\$22.00)		\$62.00 (\$65.00)
Employer	\$21.00 (\$22.00)	Employer	\$21.00 (\$22.00)
Employee	0 (0)	Employee	\$41.00 (\$43.00)

- **The FY 2005 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$352,938.**

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.

The calendar year 2005 and 2006 rates are shown below.

	2005	2006
SINGLE	\$24.55	\$23.20
Employer	\$24.55	\$23.20
Employee	0	0
FAMILY	\$65.78	\$62.20
Employer	\$32.90	\$31.10
Employee	\$32.88	\$31.10

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 2005 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$1,307,124	\$488,833	\$170,965	\$41,301	\$29,716

EXPENDITURES FOR INSURANCE AND RETIREMENT PROGRAMS -- FY 2005

	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	57,493,485	23,520,415	7,524,724	415,803	317,808	89,272,235
IPERS	960,005	696,897	337,312	115,205	122,930	2,232,349
TIAA CREF	75,611,436	29,824,087	9,881,241	224,317	115,107	115,656,188
Substitute plans	102,270	33,474	27,484	-	-	163,228
Federal Retirement TIAA CREF Waiver of Premium	-	1,033,478	-	-	-	1,033,478
Unemployment Compensation Workers Compensation	1,302,862	871,569	246,043	5,398	2,757	2,428,629
Compensation	447,743	269,837	75,626	-	8,527	801,733
Compensation	4,436,971	2,240,735	209,921	75,957	97,052	7,060,636
Total Mandated	140,354,772	58,490,492	18,302,351	836,680	664,181	218,648,476
Other Benefits						
Life Insurance	8,955,396	1,789,040	664,834	26,765	20,074	11,456,109
Accidental Death and Dismemberment	-	317,908	66,490	3,972	2,950	391,320
Health Insurance	80,408,048	35,471,314	14,177,750	1,037,310	731,036	131,825,458
Long-term Disability	6,308,071	1,964,006	1,079,072	47,530	32,999	9,431,678
Dental Insurance	7,989,764	1,487,722	523,903	41,301	29,716	10,072,406
Total Other Benefits	103,661,279	41,029,990	16,512,049	1,156,878	816,775	163,176,971
Total Expenditures	244,016,051	99,520,482	34,814,400	1,993,558	1,480,956	381,825,447
Less interest received on cash reserves maintained by carriers	-	-	-	-	-	-
Total Cost of Insurance and Retirement Programs	244,016,051	99,520,482	34,814,400	1,993,558	1,480,956	381,825,447
Percent of Non-student payroll	27.05%	29.27%	33.01%	36.00%	34.94%	

Retirements

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. Currently, the program will expire on June 30, 2007. Later in the spring the Board will be asked to consider renewing the program.

Details of the program are shown below.

Eligibility: Faculty of Regent universities and the special schools and professional and scientific 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. Merit system employees who have attained age 60 and have at least 20 years of service with the Board of Regents are eligible for participation.

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 the first four 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.

Duration of Program: Subject to annual review, the program will expire on June 30, 2007, unless renewed by the Board prior to expiration.

Phased Retirement Program

There were 56 new entrants into the phased retirement program during FY 2005. To date 662 faculty and staff have participated in the program with 134 currently active. There have been no participants from the special schools.

New entrants in the program are categorized below:

	Faculty	P&S	Merit	Total
SUI	24	13	4	41
ISU	4	1	1	6
UNI	8	1	0	9
TOTAL	36	15	5	56

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

FY 2001	41
FY 2002	35
FY 2003	30
FY 2004	29
FY 2005	56

The following table shows the financial impact of the phased retirement program at the universities for FY 2005:

	Incentive Amounts	Released Funds
SUI	\$233,368	\$1,580,181
ISU	\$294,679	\$1,087,180
UNI	\$248,015	\$400,247

“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 2005.

	Faculty	P&S	Merit	Total
SUI	51	94	85	230
ISU	21	23	29	73
UNI	8	3	4	15
ISD	3	0	0	3
IBSSS	0	1	0	1
TOTALS	83	121	118	322

Faculty Resignations

FY 2005 Faculty Resignations

At the Regent universities, there were 142 faculty resignations, an increase of 27 (+23.5%) in FY 2005 from the prior year. At the special schools, there were five faculty resignations, a decrease of four (-44.4%) in FY 2005 from the prior year. The Regent universities obtained information about the faculty who resigned through a variety of efforts, including resignation surveys; exit interviews; satisfaction/climate assessment surveys; and payroll reports.

The numbers of faculty resignations include only those faculty members who were tenured, tenure-track, or clinical track.

- At the University of Iowa, the number of faculty resignations increased from 63 to 77 (+22.2%) between FY 04 and FY 05. This is approximately 3.7% of the total faculty.
- At Iowa State University, the number of faculty resignations decreased from 42 to 37 (-11.9%) between FY 04 and FY 05. This is approximately 2.8% of the total faculty.
- At the University of Northern Iowa, the number of faculty resignations increased from 10 to 28 (+180.0%) between FY 04 and FY 05. This is approximately 4.8% of the total faculty.
- At the Iowa School for the Deaf, the number of faculty resignations remained the same (two) between FY 04 and FY 05.
- At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from seven to three (-57.1%) between FY 04 and FY 05.

The following table provides a summary of resignations by tenure status.

Resignations by Tenure Status

FY 2001 – FY 2005

	Tenured	Tenure Track	Clinical Track	Other	Total
SUI					
FY 2001	36	16	15	0	67
FY 2002	29	22	22	0	73
FY 2003	24	22	18	0	64
FY 2004	23	16	24	0	63
FY 2005	33	15	29	0	77
ISU					
FY 2001	n/a	n/a	n/a	n/a	55
FY 2002	n/a	n/a	n/a	n/a	58
FY 2003	n/a	n/a	n/a	n/a	34
FY 2004	20	22	0	0	42
FY 2005	22	15	0	0	37
UNI					
FY 2001	12	16	0	8	36
FY 2002	4	21	0	8	33
FY 2003	6	13	0	8	27
FY 2004	4	6	0	0	10
FY 2005	9	19	0	0	28
TOTAL					
FY 2001	n/a	n/a	n/a	n/a	158
FY 2002	n/a	n/a	n/a	n/a	164
FY 2003	n/a	n/a	n/a	n/a	125
FY 2004	47	44	24	0	115
FY 2005	64	43	29	0	142

Of those who resigned in FY 2005, 70 were assistant professors (49.3%), 37 were associate professors (26.1%), and 34 were professors (23.9%). Assistant professors represent 26.4% of the population; associate professors represent 32.0% of the population; and professors represent 40.3% of the population at the Regent universities².

Resignations by Rank

FY 2001 – FY 2005

	Professor	Associate Professor	Assistant Professor	Instructor	Total
SUI					
FY 2001	21	18	28	0	67
FY 2002	14	25	34	0	73
FY 2003	10	18	36	0	64
FY 2004	17	19	27	0	63
FY 2005	18	23	36	0	77
ISU					
FY 2001	11	9	35	0	55
FY 2002	16	12	30	0	58
FY 2003	9	6	19	0	34
FY 2004	11	9	22	0	42
FY 2005	11	11	15	0	37
UNI					
FY 2001	3	8	14	11	36
FY 2002	1	2	23	7	33
FY 2003	0	4	12	11	27
FY 2004	2	3	4	1	10
FY 2005	5	3	19	1	28
TOTAL					
FY 2001	35	35	77	11	158
FY 2002	31	39	87	7	164
FY 2003	19	28	67	11	125
FY 2004	30	31	53	1	115
FY 2005	34	37	70	1	142

² Tenured, tenure-track, and clinical track faculty numbers are contained in the Spring 2005 Faculty Tenure Report.

Of those who resigned in FY 2005, 92 (64.8%) were male and 50 (35.2%) were female. Males represent 69.9% of the total population and females represent 30.1% of the total population at the Regent universities.

Of those who resigned in FY 2005, 35 (24.6%) were racial/ethnic minorities and 107 (75.4%) were non-minorities. Racial/ethnic minorities represent 14.3% of the population and non-minorities represent 85.7% of the population at the Regent universities.

Resignations by Gender and Minority Status

FY 2001 – FY 2005

	Male	Female	Total	Minority	Non-Minority-
SUI					
FY 2001	46	21	67	16	51
FY 2002	48	25	73	11	62
FY 2003	37	27	64	10	54
FY 2004	40	23	63	5	58
FY 2005	51	26	77	24	53
ISU					
FY 2001	34	21	55	10	45
FY 2002	35	23	58	9	49
FY 2003	25	9	34	10	24
FY 2004	31	11	42	9	33
FY 2005	26	11	37	5	32
UNI					
FY 2001	15	21	36	4	32
FY 2002	17	16	33	8	25
FY 2003	17	10	27	4	23
FY 2004	4	6	10	2	8
FY 2005	15	13	28	6	22
TOTAL					
FY 2001	95	63	158	30	128
FY 2002	100	64	164	28	136
FY 2003	79	46	125	24	101
FY 2004	75	40	115	16	99
FY 2005	92	50	142	35	107

At the University of Iowa, the Colleges of Business Administration, Dentistry, Education, and Medicine were overrepresented among resignees relative to the Colleges' overall faculty numbers.

Resignations by College -- University of Iowa

FY 2001 – FY 2005

University of Iowa	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Business Administration	8	4	4	1	6
Dentistry	0	3	4	4	6
Education	4	3	0	2	6
Engineering	6	1	0	3	1
Graduate	1	0	1	1	0
Law	0	2	1	0	0
Liberal Arts and Sciences	16	25	18	9	11
Medicine	26	31	31	37	46
Nursing	0	1	0	3	0
Pharmacy	4	1	2	2	1
Public Health	2	2	3	1	0
TOTAL	67	73	64	63	77

At Iowa State University, the Colleges of Business, Education, Liberal Arts and Sciences, and Veterinary Medicine were overrepresented among resignees relative to the Colleges' overall faculty numbers.

Resignations by College -- Iowa State University

FY 2001- FY 2005

Iowa State University	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Agriculture	5	5	5	4	4
Business	3	3	2	3	4
Design	5	3	1	4	1
Education	5	6	2	7	6
Engineering	6	11	3	4	3
Family and Consumer Sciences	2	3	3	1	1
Liberal Arts and Sciences	26	23	16	18	14
Library	1	1	0	1	0
Veterinary Medicine	2	3	2	0	4
TOTAL	55	58	34	42	37

At the University of Northern Iowa, the College of Education and the College of Humanities and Fine Arts were overrepresented among resignees relative to the Colleges' overall faculty numbers.

Resignations by College -- University of Northern Iowa

FY 2001 – FY 2005

University of Northern Iowa	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Business	5	2	4	0	2
Education	10	9	12	5	9
Humanities and Fine Arts	8	4	4	1	7
Natural Sciences	4	6	4	2	5
Social and Behavioral Sciences	8	10	3	1	5
Library	1	2	0	1	0
TOTAL	36	33	27	10	28

In FY 2005, the primary reason for resigning (cited by 58.5% of those who left) continues to be employment opportunities at other educational institutions. The second most common reason for resigning (cited by 18.3% of those who left) was employment opportunities at non-educational institutions. The third most frequently identified reason for resigning (cited by 21.8% of those who left) included “personal” factors and entry into private practice. The tables on the following pages show reasons for resignations in each of the past five years at each university along with a summary table.

Reasons for Resignation -- University of Iowa

FY 2001 – FY 2005

University of Iowa	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
To accept a position at another university					
Professor	11	9	6	11	12
Associate Professor	11	16	8	6	14
Assistant Professor	11	22	13	13	15
Instructor	0	0	0	0	0
TOTAL	33	47	27	30	41
To accept another position					
Professor	2	3	1	1	3
Associate Professor	5	0	4	5	3
Assistant Professor	4	4	5	3	8
Instructor	0	0	0	0	0
TOTAL	11	7	10	9	14
To relocate for personal reasons					
Professor	2	0	0	1	1
Associate Professor	0	3	2	2	1
Assistant Professor	5	3	9	3	3
Instructor	0	0	0	0	0
TOTAL	7	6	11	6	5
To enter private practice					
Professor	1	0	1	0	2
Associate Professor	2	4	4	4	5
Assistant Professor	8	5	9	8	9
Instructor	0	0	0	0	0
TOTAL	11	9	14	12	16
To accept an administrative position					
Professor	5	2	2	4	0
Associate Professor	0	2	0	2	0
Assistant Professor	0	0	0	0	1
Instructor	0	0	0	0	0
TOTAL	5	4	2	6	1

Reasons for Resignation -- Iowa State University

FY 2001 – FY 2005

Iowa State University	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
To accept a position at another university					
Professor	10	7	6	8	9
Associate Professor	8	5	3	7	8
Assistant Professor	20	19	12	8	10
Instructor	0	0	0	0	0
TOTAL	38	31	21	23	27
To accept another position					
Professor	1	1	3	3	1
Associate Professor	1	1	4	1	3
Assistant Professor	4	4	3	8	3
Instructor	0	0	0	0	0
TOTAL	6	6	10	12	7
To relocate for personal reasons					
Professor	0	2	0	0	1
Associate Professor	0	5	0	1	0
Assistant Professor	11	6	3	6	2
Instructor	0	0	0	0	0
TOTAL	11	13	3	7	3
To enter private practice					
Professor	0	2	0	0	0
Associate Professor	0	0	0	0	0
Assistant Professor	0	1	0	0	0
Instructor	0	0	0	0	0
TOTAL	0	3	0	0	0
To accept an administrative position					
Professor	0	4	0	0	0
Associate Professor	0	1	0	0	0
Assistant Professor	0	0	0	0	0
Instructor	0	0	0	0	0
TOTAL	0	5	0	0	0

Reasons for Resignation – University of Northern Iowa

FY 2001 – FY 2005

University of Northern Iowa	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
To accept a position at another university					
Professor	3	1	0	2	3
Associate Professor	6	2	3	3	2
Assistant Professor	7	14	7	4	12
Instructor	3	3	1	1	0
TOTAL	19	20	11	10	17
To accept another position					
Professor	0	0	0	0	1
Associate Professor	0	0	1	0	0
Assistant Professor	2	5	1	0	1
Instructor	2	1	6	0	0
TOTAL	4	6	8	0	2
To relocate for personal reasons					
Professor	0	0	0	0	0
Associate Professor	2	0	0	0	1
Assistant Professor	5	4	4	0	6
Instructor	6	3	4	0	1
TOTAL	13	7	8	0	8
To enter private practice					
Professor	0	0	0	0	0
Associate Professor	0	0	0	0	0
Assistant Professor	0	0	0	0	0
Instructor	0	0	0	0	0
TOTAL	0	0	0	0	0
To accept an administrative position					
Professor	0	0	0	0	1
Associate Professor	0	0	0	0	0
Assistant Professor	0	0	0	0	0
Instructor	0	0	0	0	0
TOTAL	0	0	0	0	1

Reasons for Resignation – Regent Totals

FY 2001 – FY 2005

Regent Totals	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
To accept a position at another university					
University of Iowa	33	47	27	30	41
Iowa State University	38	31	21	23	27
University of Northern Iowa	19	20	11	10	17
TOTAL	90	98	59	63	85
To accept another position					
University of Iowa	11	7	10	9	14
Iowa State University	6	6	10	12	7
University of Northern Iowa	4	6	8	0	2
TOTAL	21	19	28	21	23
To relocate for personal reasons					
University of Iowa	7	6	11	6	5
Iowa State University	11	13	3	7	3
University of Northern Iowa	7	6	11	6	5
TOTAL	31	26	22	13	16
To enter private practice					
University of Iowa	11	9	14	12	16
Iowa State University	0	3	0	0	0
University of Northern Iowa	0	0	0	0	0
TOTAL	11	12	14	12	16
To accept an administrative position					
University of Iowa	5	4	2	6	1
Iowa State University	0	5	0	0	0
University of Northern Iowa	0	0	0	0	1
TOTAL	5	9	2	6	2

The Regent universities have identified the following issues related to faculty retention:

- Faculty salaries and decreased competitiveness with other educational institutions and the private sector;
- Dual careers and lack of spousal employment opportunities;
- Improving mentoring of junior faculty;
- Expanding orientation programs;
- Ability to make counteroffers; and
- Maintaining proactive departmental environments.

Salaries

Salary Policies and Negotiated Salary Increases

In the spring when the Board approved salary policies, the legislative appropriation process was not completed. At that time SUI tentatively planned salary increases in the range of 3 to 4.5%. ISU expected the average increases would be between 3% and 5%. UNI planned to provide non-organized faculty and P&S staff with the same increase, 2.5%, as was negotiated with the United Faculty.

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

The collective bargaining agreement between AFSCME and the State of Iowa did not provide for a general wage increase on July 1, 2005. Merit staff will continue to receive step increases of 4.5% on their scheduled anniversary dates until such time that the maximum of their pay grades is reached. On April 1, 2006, the pay grade maximums will be increased by 2.5%, and employees at the maximum at that time will receive a 2.5% increase.

The negotiated increase for the United Faculty at UNI provided for 1.5% increase on July 1, 2005, and 1% on January 1, 2006.

The SEIU contract with the tertiary care unit at the UIHC provided for increases as detailed below.

- July 1, 2005 -- 3% general increase

- July 1, 2005 – 1% healthcare recruitment and retention bonus

- July 1, 2005 – 0.5% (average) additional retention bonus for staff nurses

- July 1, 2005 – 0.35% additional retention bonus for other bargaining unit employees with selected classification receiving higher amounts (Physical and Occupational Therapists 1.5% and Embryologists and Sonographers 2%)

- July 1, 2005 -- \$1,000 (prorated for less than full time) differential for Staff Nurses I and II in specific units (continued from previous agreement)

- July 1, 2005 – Evening shift differential \$2.50 per hour; night shift differential \$3.00 per hour and weekend premium \$1.75 per hour

Through the negotiation process salary increases for COGS (teaching Assistants and Research Assistants) unit at the University of Iowa are as follows:

July 1, 2005 – 1.5% average increase on minimum salaries
 Academic year \$15,736
 Fiscal year \$19,233

July 1, 2005 – \$246 minimum salary increase for academic year returning unit employees
 July 1, 2005 -- \$301 minimum salary increase for fiscal year returning unit employees
 July 1, 2005 – minimum tuition scholarship provided increased to \$1,075 for the fall and spring semester based on full time enrollment

Salaries -- Faculty

Average increases for faculty for FY 2006 and the four previous years are shown below:

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
SUI	3.8%	3.8%	2.0%	2.1%	3.4%
ISU	3.8%	3.1%	2.6%	2.3%	3.6%
UNI	5.6%	3.7%*	3.5%	3.8%	2.5%
ISD	5.1%	3.2%	3.9%	4.0%	3.7%
IBSSS	5.5%	3.7%	5.3%	5.0%	5.3%

*UNI -- United Faculty agreed to delay the FY 2003 increase until November 2002. Actual negotiated increase was 5.6%

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

SUI	3.0%	ISD	4.0%
ISU	3.1%	IBSSS	5.0%
UNI	3.8%		

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

	Overall Average	Male Average	Female Average
SUI	\$81,393	\$88,032	\$69,689
ISU	\$74,390	\$79,786	\$61,952
UNI	\$62,938	\$66,406	\$58,103

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

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

**Assistant Professor -- Average Salaries FY 2006
Non-Professional Colleges**

	12-month				9-month			
	Male		Female		Male		Female	
SUI	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Liberal Arts and Sciences	\$60,800	1.00	\$61,158	7.19	\$57,386	69.15	\$53,339	52.00
Business	\$143,056	1.00	-	-	\$101,431	14.00	\$105,087	9.00
Education	-	-	\$63,205	1.00	\$55,420	3.00	\$54,001	8.00
Engineering	-	-	-	-	\$74,762	13.20	\$75,035	2.50
Graduate	-	-	-	-	\$61,036	3.50	\$53,843	1.00
Nursing	\$58,692	1.00	\$91,192	2.00	\$76,500	0.50	\$51,143	16.00
Public Health	\$76,508	14.00	\$76,300	5.81	-	-	\$60,818	1.25
ISU								
Agriculture	\$71,188	3.38	\$66,051	0.98	\$61,937	8.94	\$65,537	3.13
Business	-	-	-	-	\$97,779	13.00	\$97,881	3.00
Design	\$78,394	0.15	-	-	\$53,348	18.92	\$50,131	14.00
Engineering	\$78,392	0.11	-	-	\$73,682	31.85	\$70,976	5.26
Human Sciences	-	-	\$66,066	1.24	\$54,567	19.80	\$54,700	22.95
Liberal Arts and Sciences	-	-	-	-	\$58,503	95.67	\$53,493	42.09
UNI								
Business	-	-	-	-	\$79,829	9.00	\$81,969	5.00
Social and Behavioral Sciences	-	-	-	-	\$47,456	14.00	\$48,497	24.00
Education	-	-	\$58,017	1.00	\$54,480	14.00	\$53,333	22.00
Humanities and Fine Arts	-	-	-	-	\$49,437	21.00	\$47,604	11.00
Natural Sciences	-	-	-	-	\$50,257	19.00	\$49,705	10.00

Salaries – Professional and Scientific

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

	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
SUI*	3.8%	4.0%	2.5%	2.2%	4.5%
ISU	3.9%	2.9%	2.5%	2.2%	3.7%
UNI	5.6%	3.7%**	3.5%	3.8%	2.5%
ISD	5.1%	2.5%	5.5%	4.5%	4.8%
IBSSS	3.0%	3.5%	6.3%	5.2%	4.5%

*(Members of the tertiary health care unit (SEIU) are not included in this average. The average increase for SEIU staff was 6.5% in FY 2004; 4.6% in FY 2005, and 4.3% in FY 2006

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

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

SUI	3.4%	ISD	4.5%
ISU	3.0%	IBSSS	4.5%
UNI	3.8%		

Average P&S salaries for FY 2006 are shown below:

	Overall Average	Male Average	Female Average
SUI	\$53,111	\$58,251	\$49,357
ISU	\$52,804	\$56,850	\$48,788
UNI	\$52,420	\$57,260	\$48,336

Average salaries at the special schools are shown below.

	Faculty Salaries	P&S Salaries (annualized)
ISD	\$51,406	\$56,097
IBSSS	\$50,426	\$50,694

Salary Increases – Regent Merit System

The value of all increases for merit staff at each institution for FY 2006 and the four previous years are shown below.

	2002*	2003	2004	2005	2006
SUI	3%	7.1%	6.1%	5.8%	3.9%
ISU	3%	5.8%	5.1%	3.4%	3.7%
UNI	3%	5.8%	5.1%	5.8%	3.6%
ISD	3%	5.2%	6.2%	4.0%	4.1%
IBSSS	3%	5.4%	6.2%	4.8%	4.4%

*plus step increases

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

SUI	5.2%	ISD	4.5%
ISU	4.2%	IBSSS	4.8%
UNI	4.7%		

Salaries – Teaching and Research Assistants

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$15,763 which is an increase of 1.5%. Returning bargaining unit (COGS) employees received a minimum salary increase of \$246.

Stipends for half-time appointments for teaching and research assistants at Iowa State University range from \$10,800 - \$23,400. The salary minimum was increased by 2% and the maximum by 4%.

Salaries of ½ time, 9-month teaching assistants at the University of Northern Iowa increased by 2% to \$7,624 for master's level and \$11,424 for doctoral level. Exceptions at the master's level include Biology (\$15,240), Chemistry (\$15,240), Environmental Science (\$11,424), and Geography (\$10,160).

Average Estimated Total Compensation

Average estimated total compensation for FY 2006 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 2006 calendar year.

	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average		
SUI	\$162,684	\$113,630	\$109,631	\$133,722	\$70,481	\$51,024
ISU	\$121,978	\$89,571	\$76,470	\$94,293	\$69,965	\$50,731
UNI	\$105,982	\$82,413	\$69,900	\$83,204	\$71,291	\$53,044
ISD*				\$67,721	\$62,590	\$38,743
IBSSS*				\$66,270	\$60,129	\$39,919

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

Five-year Salary Increase History

AVERAGE SALARY INCREASE BY EMPLOYEE GROUP

	FY 2002			FY 2003			FY 2004		
	Faculty	P&S	Merit***	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	3.80%	3.80%	3.00%	3.76%	4.00%	7.10%	2.02%	2.50%	6.10%
ISU	3.80%	3.90%	3.00%	3.10%	2.90%	5.80%	2.60%	2.50%	5.10%
UNI	5.60%	5.60%	3.00%	3.73%*	3.73***	5.80%	3.50%	3.50%	5.10%
ISD	5.10%	5.10%	3.00%	3.20%	2.50%	5.20%	3.90%	5.50%	6.20%
IBSSS	5.50%	3.00%	3.00%	3.70%	3.50%	5.40%	5.30%	6.25%	6.20%

* UNI United Faculty agreed to delay the FY 2003 increase until November 2002. Actual negotiated increase was 5.6%.

** FY 2003 increase delayed until November 2003. UNI salary policy provided for an increase for P&S staff of 5.6%.

*** Plus merit step increases.

	FY 2005			FY 2006		
	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	2.14%	2.23%	5.81%	3.43%	4.50%	3.87%
ISU	2.30%	2.20%	3.40%	3.60%	3.70%	3.70%
UNI	3.75%	3.80%	5.77%	2.50%	2.50%	3.60%
ISD	4.03%	4.45%	3.99%	3.72%	4.79%	4.09%
IBSSS	4.96%	5.19%	4.84%	5.29%	4.50%	4.43%

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 peer group had 10 institutions which were deemed by the Board to be comparable. These institutions were public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin.

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded last year 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 1 and 2.

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 3.

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 group 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 student, and a median SAT score between 1,000 and 1,100.

Exhibits 4 (SUI) and 5 (ISU) compare average salaries as a percent of the respective peer averages.

Exhibit 6 provides a 5-year of faculty salary increase at peer institutions.

University of Iowa College of Medicine

Salary comparison information for the University of Iowa College of Medicine is shown in Exhibit 7. 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.

Exhibit 1
University of Iowa

Average Faculty Salaries by Academic Rank, FY2005
University of Iowa and All AAU Public and Private Universities
(Peers Adjusted to SUI Rank Distribution)

Institution	Professor			Associate Professor			Assistant Professor			Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Harvard	163,200	514	1	92,300	360	6	82,900	263	2	122,200	1,137	1
Cal Tech	145,700	514	4	103,300	360	1	93,300	263	1	120,200	1,137	2
Stanford	148,500	514	3	103,000	360	2	82,000	263	3	118,700	1,137	3
Princeton	151,100	514	2	95,500	360	3	73,400	263	15	115,500	1,137	4
Columbia	140,400	514	6	94,500	360	4	74,800	263	11	110,700	1,137	5
Northwestern	136,300	514	8	90,700	360	8	79,300	263	6	108,700	1,137	6
M.I.T.	135,000	514	9	91,000	360	7	79,500	263	5	108,200	1,137	7
Yale	145,600	514	5	82,100	360	16	69,400	263	21	107,900	1,137	8
Cornell - Endowed	131,100	514	12	92,900	360	5	80,600	263	4	107,300	1,137	9
New York Univ. #	138,100	514	7	85,400	360	10	73,700	263	13	106,500	1,137	10
Duke	131,200	514	11	89,500	360	9	75,500	263	7	105,100	1,137	11
Emory	131,900	514	10	84,300	360	14	74,500	263	12	103,600	1,137	12
Wash Univ - St. Louis	128,400	514	13	85,100	360	11	72,400	263	16	101,700	1,137	13
Southern Cal #	123,800	514	15	84,600	360	12	73,700	263	13	99,800	1,137	14
Rice	123,700	514	16	83,400	360	15	75,000	263	10	99,700	1,137	15
Carnegie Mellon	118,400	514	21	84,500	360	13	75,200	263	8	97,700	1,137	16
Brown	123,100	514	18	78,400	360	22	69,700	263	20	96,600	1,137	17
Cal - Berkeley	121,800	514	19	77,700	360	25	71,300	263	18	96,200	1,137	18
Vanderbilt	123,900	514	14	79,000	360	20	65,000	263	29	96,100	1,137	19
Michigan	120,200	514	20	81,600	360	17	67,100	263	23	95,700	1,137	20
Cal - Los Angeles	123,300	514	17	78,100	360	23	65,500	263	28	95,600	1,137	21
Virginia	118,100	514	22	78,100	360	23	64,100	263	33	92,900	1,137	22
Cornell - Contract	109,700	514	33	80,700	360	18	72,000	263	17	91,800	1,137	23
Maryland	111,000	514	29	76,300	360	29	75,200	263	8	91,700	1,137	24
Case Western #	112,300	514	27	79,800	360	19	66,800	263	25	91,500	1,137	25
North Carolina	112,700	514	25	77,200	360	27	65,800	263	27	90,600	1,137	26
Rutgers	112,900	514	24	77,700	360	25	62,800	263	40	90,200	1,137	27
Illinois	111,800	514	28	75,100	360	32	68,200	263	22	90,100	1,137	28
Penn St	112,600	514	26	75,400	360	31	64,000	263	34	89,600	1,137	29
Rochester	105,800	514	38	76,400	360	28	70,200	263	19	88,300	1,137	31
SUNY - Stony Brook	107,000	514	37	78,800	360	21	64,600	263	32	88,300	1,137	30
Cal - San Diego	113,800	514	23	70,600	360	44	62,300	263	42	88,200	1,137	32
Pittsburgh	109,800	514	32	74,000	360	33	63,600	263	35	87,800	1,137	33
Texas	109,900	514	31	70,300	360	47	66,900	263	24	87,400	1,137	34
SUNY - Buffalo	107,700	514	36	75,700	360	30	61,400	263	44	86,900	1,137	35
Ohio State	108,400	514	35	72,100	360	39	64,800	263	30	86,800	1,137	36
Cal-Irvine	108,500	514	34	71,600	360	40	63,300	263	37	86,400	1,137	37
Cal - Santa Barbara	110,600	514	30	68,400	360	54	61,000	263	47	85,800	1,137	38
Minnesota	105,400	514	39	70,700	360	41	62,500	263	41	84,500	1,137	39
Tulane #	102,800	514	41	73,500	360	35	61,300	263	45	83,900	1,137	40
Brandeis	99,300	514	48	73,300	360	37	66,500	263	26	83,500	1,137	41
Michigan State	101,800	514	43	73,700	360	34	59,700	263	51	83,200	1,137	42
Colorado	100,600	514	46	72,700	360	38	63,000	263	38	83,100	1,137	43
Iowa	102,800	514	41	69,100	360	50	61,700	263	43	82,600	1,137	44
Indiana	101,800	514	43	70,700	360	41	61,300	263	45	82,600	1,137	45
Cal-Davis	103,300	514	40	68,800	360	53	60,700	263	48	82,500	1,137	46
Purdue	100,700	514	45	70,600	360	44	62,900	263	39	82,400	1,137	47
Wisconsin	97,800	514	50	73,400	360	36	63,600	263	35	82,200	1,137	48
Texas A&M	100,200	514	47	70,300	360	47	60,600	263	49	81,600	1,137	49
Washington	98,100	514	49	70,200	360	49	64,700	263	31	81,500	1,137	50
Florida	96,000	514	51	69,100	360	50	59,500	263	54	79,000	1,137	51
Syracuse	94,500	514	53	70,700	360	41	59,600	263	52	78,900	1,137	52
Arizona	95,900	514	52	67,200	360	56	59,800	263	50	78,500	1,137	53
Iowa State	93,300	514	56	70,600	360	44	59,600	263	52	78,300	1,137	54
Nebraska	93,900	514	55	68,100	360	55	57,600	263	56	77,300	1,137	55
Missouri	94,300	514	54	65,900	360	57	53,500	263	59	75,900	1,137	56
Toronto	87,900	514	58	69,100	360	50	58,700	263	55	75,200	1,137	57
Kansas	92,400	514	57	65,200	360	58	54,500	263	57	75,000	1,137	58
Oregon	83,600	514	59	59,000	360	59	54,400	263	58	69,100	1,137	59
Mean	\$114,100			\$77,600			\$67,100			\$91,700		

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

In comparison data provided for FY 2004, the position of the University of Iowa was 15th from the bottom. It is 16th from the bottom in the above table for FY 2005.

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2004												
AAUDE salaries, 2004												
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
Harvard	163,162	492	1	92,324	389	6	82,869	350	2	117,948	1,231	1
Cal Tech	145,744	492	4	103,273	389	1	93,299	350	1	117,412	1,231	2
Stanford	148,548	492	3	102,998	389	2	81,992	350	3	115,230	1,231	3
Princeton	151,077	492	2	95,450	389	3	73,384	350	15	111,409	1,231	4
Columbia	140,391	492	6	94,510	389	4	74,799	350	11	107,243	1,231	5
Northwestern	136,326	492	8	90,670	389	8	79,262	350	6	105,674	1,231	6
M.I.T.	135,005	492	9	90,965	389	7	79,480	350	5	105,301	1,231	7
Cornell - Endowed	131,092	492	12	92,893	389	5	80,641	350	4	104,677	1,231	8
Yale	145,550	492	5	82,142	389	16	69,402	350	21	103,862	1,231	9
New York Univ. #	138,100	492	7	85,400	389	10	73,700	350	13	103,136	1,231	10
Duke	131,246	492	11	89,481	389	9	75,460	350	7	102,187	1,231	11
Emory	131,898	492	10	84,309	389	14	74,471	350	12	100,532	1,231	12
Wash Univ - St. Louis	128,385	492	13	85,123	389	11	72,443	350	16	98,809	1,231	13
Southern Cal #	123,800	492	15	84,600	389	12	73,700	350	13	97,168	1,231	14
Rice	123,716	492	16	83,378	389	15	74,977	350	10	97,112	1,231	15
Carnegie Mellon	118,399	492	21	84,511	389	13	75,186	350	8	95,404	1,231	16
Brown	123,090	492	18	78,370	389	22	69,725	350	20	93,786	1,231	17
Cal - Berkeley	121,781	492	19	77,713	389	26	71,304	350	18	93,504	1,231	18
Vanderbilt	123,905	492	14	79,043	389	20	65,009	350	29	92,983	1,231	19
Michigan	120,173	492	20	81,570	389	17	67,060	350	23	92,873	1,231	20
Cal - Los Angeles	123,328	492	17	78,061	389	24	65,475	350	28	92,575	1,231	21
Virginia	118,073	492	22	78,079	389	23	64,115	350	33	90,093	1,231	22
Maryland	111,037	492	29	76,296	389	29	75,185	350	9	89,865	1,231	23
Cornell - Contract	109,674	492	33	80,720	389	18	71,965	350	17	89,803	1,231	24
Case Western #	112,300	492	27	79,800	389	19	66,800	350	25	89,093	1,231	25
North Carolina	112,718	492		77,219	389	27	65,757	350	27	88,148	1,231	26
Illinois	111,820	492	28	75,058	389	32	68,181	350	22	87,795	1,231	27
Rutgers	112,874	492	24	77,743	389	25	62,793	350	40	87,533	1,231	28
Penn St	112,580	492	26	75,417	389	31	64,043	350	34	87,036	1,231	29
Rochester	105,792	492	38	76,410	389	28	70,242	350	19	86,400	1,231	30
SUNY - Stony Brook	106,951	492	37	78,791	389	21	64,639	350	32	86,022	1,231	31
Cal - San Diego	113,838	492	23	70,576	389	44	62,293	350	42	85,512	1,231	32
Pittsburgh	109,814	492	32	74,026	389	33	63,594	350	35	85,363	1,231	33
Texas	109,940	492	31	70,269	389	48	66,885	350	24	85,163	1,231	34
Ohio State	108,421	492	35	72,128	389	39	64,767	350	30	84,541	1,231	35
SUNY - Buffalo	107,693	492	36	75,673	389	30	61,436	350	44	84,422	1,231	36
Cal-Irvine	108,466	492	34	71,571	389	40	63,281	350	37	83,960	1,231	37
Cal - Santa Barbara	110,637	492	30	68,368	389	54	61,028	350	47	83,175	1,231	38
Minnesota	105,362	492	39	70,676	389	43	62,525	350	41	82,222	1,231	39
Tulane #	102,800	492	42	73,500	389	35	61,300	350	45	81,742	1,231	40
Brandeis	99,257	492	48	73,294	389	37	66,468	350	26	81,730	1,231	41
Colorado	100,590	492	46	72,708	389	38	62,990	350	38	81,089	1,231	42
Michigan State	101,845	492	43	73,720	389	34	59,695	350	51	80,973	1,231	43
Iowa	102,808	492	41	69,070	389	52	61,659	350	43	80,447	1,231	44
Indiana	101,774	492	44	70,688	389	41	61,269	350	46	80,434	1,231	45
Purdue	100,658	492	45	70,576	389	45	62,948	350	39	80,430	1,231	46
Wisconsin	97,823	492	50	73,443	389	36	63,569	350	36	80,380	1,231	47
Cal-Davis	103,302	492	40	68,812	389	53	60,689	350	48	80,287	1,231	48
Washington	98,102	492	49	70,205	389	49	64,669	350	31	79,781	1,231	49
Texas A&M	100,151	492	47	70,288	389	47	60,634	350	49	79,479	1,231	50
Florida	95,954	492	51	69,092	389	51	59,483	350	54	77,096	1,231	51
Syracuse	94,532	492	53	70,678	389	42	59,643	350	52	77,074	1,231	52
Arizona	\$95,876	492	52	\$67,230	389	56	\$59,754	350	50	\$76,554	1,231	53
Iowa State	93,274	492	56	70,566	389	46	59,637	350	53	76,535	1,231	54
Nebraska	93,929	492	55	68,119	389	55	57,572	350	56	75,436	1,231	55
Missouri	94,341	492	54	65,938	389	57	53,503	350	59	73,755	1,231	56
Toronto	87,890	492	58	69,132	389	50	58,718	350	55	73,668	1,231	57
Kansas	92,442	492	57	65,180	389	58	54,524	350	57	73,046	1,231	58
Oregon	83,566	492	59	59,000	389	59	54,405	350	58	67,512	1,231	59
<i>Institutions included, n = 59</i>												
Mean (unweighted)	\$114,129	492	= mean # fac	\$77,574	389	= mean #	\$67,056	350	= mean #	\$89,193	1,231	= mean # fac
Mean (weighted)	\$114,129	29,028	= total # fac	\$77,574	22,951	= total #	\$67,056	20,650	= total #	\$89,193	72,629	= total # 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. Rankings are based on the magnitude of the average salaries (i.e. largest average salary = 1). 'Unweighted' means are calculated with each institution carrying the weight of one (1). The 'weighted' means are calculated by allowing the number of faculty at each institution/rank to have that proportional influence on the calculation.

source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE). # 2004-05 average salaries and headcounts drawn from Chronicle/ACADEME..

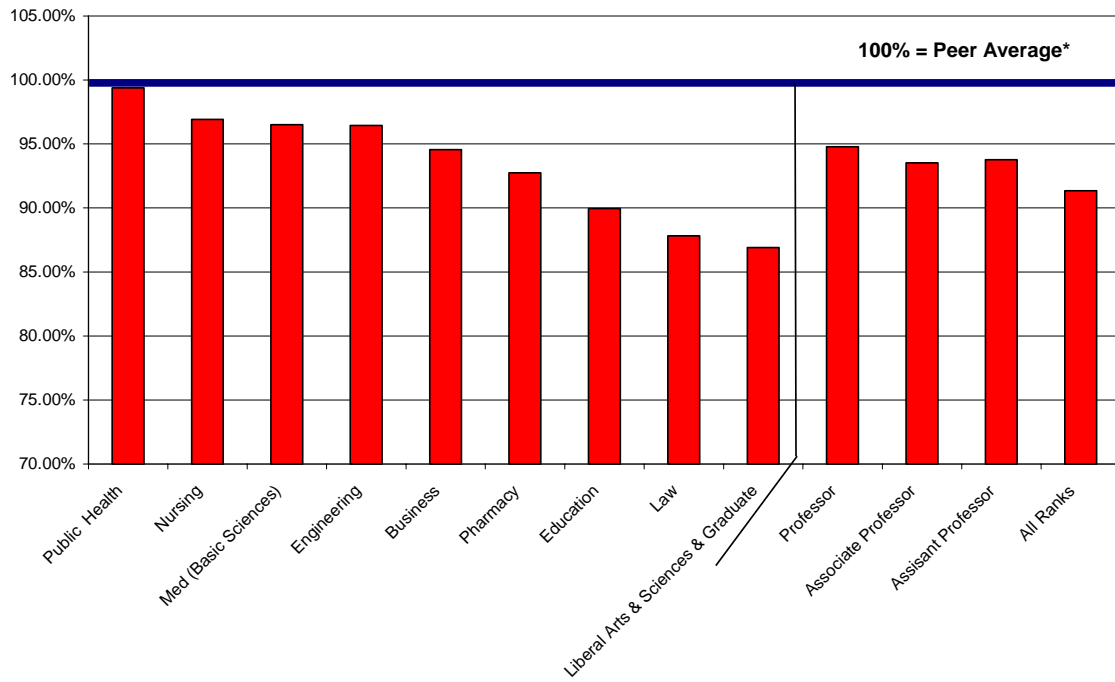
In comparison data provided for FY 2004, Iowa State University was 9th from the bottom. In the table above for FY 2005, it is 6th from the bottom.

Exhibit 3
University of Northern Iowa

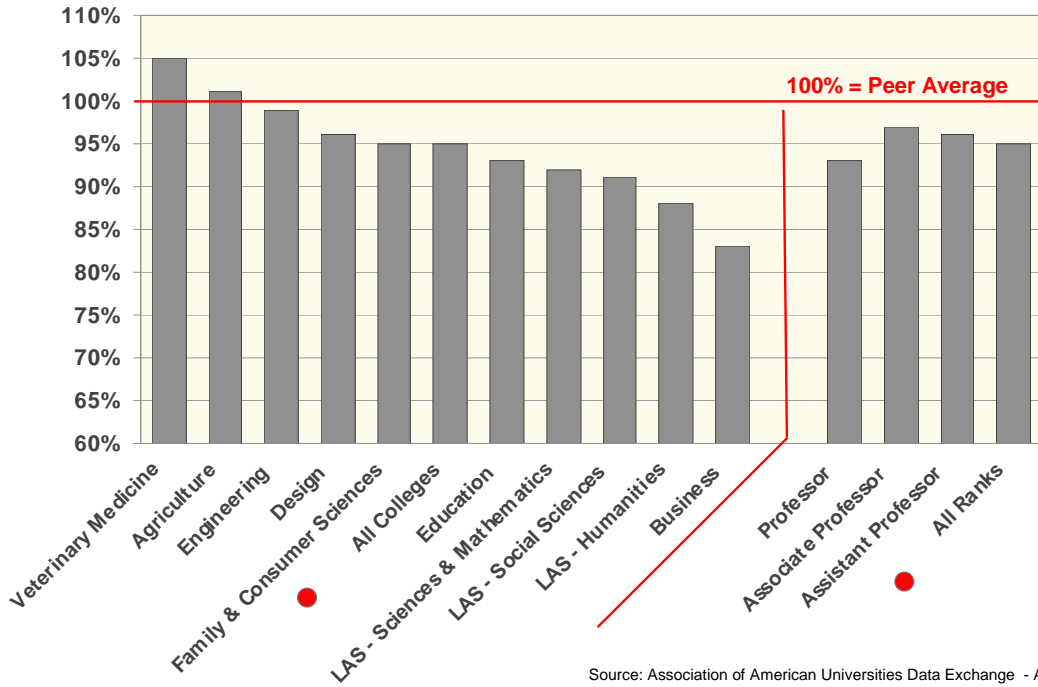
Average Faculty Salaries by Academic Rank, FY 2005 (Peer institutions as listed by Education Trust*) Peers Adjusted to UNI Rank Distribution												
University	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California-Riverside	102,900	175	1	70,100	206	2	63,400	136	1	86,789	517	1
University of New Hampshire-Main	95,400	175	2	71,600	206	1	60,200	136	2	74,194	517	2
Bloomsburg University of Pennsylvania	85,300	175	7	68,100	206	3	54,300	136	8	70,617	517	3
Kent State University-Main	88,700	175	5	62,800	206	14	50,700	136	22	68,757	517	4
University of North Carolina-Charlotte	89,000	175	4	65,700	206	5	57,100	136	3	66,104	517	5
Oakland University	82,800	175	11	64,500	206	9	55,700	136	5	66,092	517	6
University of Alabama	90,700	175	3	65,600	206	6	52,100	136	15	65,646	517	7
Central Michigan University	81,600	175	12	63,700	206	11	51,800	136	17	64,982	517	8
University of North Carolina-Greensboro	86,400	175	6	63,200	206	12	54,800	136	6	63,801	517	9
University of Minnesota-Duluth	80,900	175	13	66,900	206	4	51,100	136	20	63,762	517	10
Bowling Green State University-Main	84,000	175	8	64,700	206	8	52,500	136	14	63,686	517	11
University of Northern Iowa	80,700	175	14	62,400	206	15	52,900	136	11	63,656	517	12
Winona State University	75,200	175	22	50,900	206	46	48,900	136	28	63,408	517	13
Mississippi State University	79,300	175	15	62,300	206	16	52,700	136	12	63,342	517	14
University of Nebraska-Omaha	75,400	175	19	63,200	206	13	54,200	136	9	63,127	517	15
East Carolina University	84,000	175	9	63,900	206	10	56,900	136	4	62,653	517	16
University of Mississippi-Main	83,200	175	10	65,100	206	7	54,500	136	7	62,520	517	17
Saint Cloud State University	74,100	175	23	58,500	206	25	51,500	136	18	62,212	517	18
West Virginia University	76,300	175	18	59,800	206	20	49,100	136	27	62,173	517	19
Eastern Illinois University	72,800	175	29	59,400	206	21	49,200	136	25	61,860	517	20
Appalachian State University	73,000	175	28	60,200	206	18	53,200	136	10	61,328	517	21
Illinois State University	75,300	175	20	58,100	206	27	52,700	136	13	60,071	517	22
University of Northern Colorado	68,600	175	38	52,400	206	45	45,900	136	43	60,049	517	23
University of North Carolina-Wilmington	75,300	175	21	60,600	206	17	52,000	136	16	59,904	517	24
Western Illinois University	77,500	175	17	59,400	206	22	48,000	136	31	59,768	517	25
Northern Michigan University	71,300	175	31	55,500	206	36	45,800	136	45	59,498	517	26
Tennessee Technological University	70,300	175	33	59,400	206	23	46,600	136	39	59,043	517	27
University of Wisconsin-Whitewater	70,800	175	32	55,900	206	33	51,100	136	21	58,959	517	28
South Dakota State University	67,200	175	39	57,300	206	31	51,200	136	19	57,861	517	29
The University of Montana-Missoula	69,100	175	36	53,200	206	41	47,200	136	37	57,769	517	30
Murray State University	71,800	175	30	56,900	206	32	49,200	136	26	57,639	517	31
University of Wisconsin-Stevens Point	66,700	175	42	53,200	206	42	44,800	136	46	57,528	517	32
Grand Valley State University	78,600	175	16	60,100	206	19	47,500	136	34	57,468	517	33
Montana State University-Bozeman	69,300	175	34	55,900	206	34	47,900	136	32	57,444	517	34
Georgia Southern University	73,700	175	25	58,500	206	26	50,400	136	23	57,352	517	35
Northern Arizona University	74,000	175	24	55,900	206	35	47,300	136	36	57,311	517	36
North Dakota State University-Main	68,800	175	37	54,400	206	38	50,000	136	24	57,282	517	37
University of Wisconsin-Eau Claire	66,500	175	43	54,700	206	37	47,500	136	35	57,120	517	38
University of Wisconsin-Oshkosh	67,100	175	40	58,000	206	29	48,100	136	30	57,019	517	39
Ball State University	73,200	175	26	58,100	206	28	45,900	136	44	56,713	517	40
University of Wisconsin-Stout	66,800	175	41	53,800	206	39	46,100	136	41	56,204	517	41
Radford University	63,700	175	46	52,500	206	43	48,600	136	29	55,150	517	42
University of West Georgia	73,200	175	27	53,400	206	40	46,500	136	40	54,580	517	43
University of Central Arkansas	66,000	175	44	57,500	206	30	47,000	136	38	54,576	517	44
SUNY College At Oswego	69,200	175	35	59,100	206	24	47,800	136	33	54,057	517	45
Stephen F Austin State University	64,600	175	45	52,500	206	44	46,100	136	42	52,288	517	46
Mean	\$76,093			\$59,541			\$50,609			\$62,794		
*Peer institutions from the report titled <i>A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities</i> , Education Trust, May 2004.												
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 not available for the following peer institutions: West Chester University of Pennsylvania, Kutztown University of Pennsylvania & Florida A & M University												
Data Source: ACADEME, AAUP, March-April 2005.												

In comparison information provided for FY 2004, the University of Northern Iowa was 13th from the top. It is 12th from the top in the table above for FY 2005.

UNIVERSITY OF IOWA FACULTY SALARIES AS A PERCENT OF PEER AVERAGE FY 2005



IOWA STATE UNIVERSITY Faculty Salaries as a Percent of Peer Average - FY 2005



Source: Association of American Universities Data Exchange - AAUDE

**AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS
FY 2002 -- FY 2006**

SUI PEER GROUP	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
University of Arizona	5.00%	2.00%	0.00%	2.00%	6.50%
University of North Carolina, Chapel Hill	2.00%	n/a	1.50%	3.00%	5.00%
University of Illinois, Urbana	5.50%	0.00%	4.90%	3.00%	4.60%
Indiana University, Bloomington	6.70%	3.50%	2.00%	2.80%	3.60%
University of California, Los Angeles	3.00%	1.50%	0.00%	1.75%	3.50%
University of Michigan, Ann Arbor	4.30%	3.50%	2.25%	3.00%	3.50%
UNIVERSITY OF IOWA	3.80%	3.76%	2.02%	2.14%	3.43%
Ohio State University, Main Campus	0.50%	4.00%	3.50%	3.30%	3.30%
University of Minnesota, Twin Cities	3.00%	3.00%	0.00%	2.50%	3.00%
University of Texas, Austin	4.00%	3.30%	0.00%	3.00%	3.00%
University of Wisconsin	1.50%	4.20%	0.00%	1.00%	2.00%
ISU PEER GROUP					
Texas A & M	3.00%	3.00%	2.00%	3.00%	8.20%
University of Arizona	5.00%	2.00%	0.00%	2.00%	6.50%
University of Illinois, Urbana	5.50%	0.00%	4.90%	3.00%	4.60%
University of California, Davis	3.00%	1.50%	1.50%	0.00%	3.80%
IOWA STATE UNIVERSITY	3.80%	3.10%	2.60%	2.30%	3.60%
Ohio State University, Main Campus	0.50%	4.00%	3.50%	3.30%	3.30%
Purdue University, Main Campus	4.20%	3.30%	4.40%	3.30%	3.30%
Michigan State University	5.00%	4.00%	2.00%	3.00%	3.00%
University of Minnesota, Twin Cities	3.00%	3.00%	0.00%	2.50%	3.00%
North Carolina State University	2.00%	2.00%	0.00%	2.50%	2.00%
University of Wisconsin	1.50%	4.20%	0.00%	1.00%	2.00%
UNI PEER GROUP					
Northern Arizona University	5.00%	4.00%	2.00%	5.70%	4.00%
Central Michigan University	4.00%	n/a	2.00%	4.00%	3.00%
Illinois State University	6.20%	0.00%	2.70%	n/a	3.00%
University of Minnesota, Duluth	3.00%	3.00%	0.00%	2.50%	3.00%
UNIVERSITY OF NORTHERN IOWA	5.60%	3.70%	3.50%	3.75%	2.50%
Ohio University, Athens	3.00%	3.00%	2.00%	3.50%	2.00%
University of North Carolina, Greensboro	5.90%	n/a	0.00%	n/a	2.00%
University of North Texas	4.00%	2.00%	0.00%	2.00%	2.00%
University of Wisconsin, Eau Claire	4.20%	2.10%	0.00%	1.00%	2.00%
Indiana State University, Terre Haute	2.80%	2.50%	5.00%	2.00%	1.00%
California State University, Fresno	2.00%	2.00%	2.00%	n/a	0.00%

Exhibit 7
College of Medicine

Average Faculty Salaries by Academic Rank, FY2005 (MD or equivalent degree holders)
University of Iowa and All AAMC Public and Private Medical Schools by Regional Group
(Peers Adjusted to SUI Rank Distribution)

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	254,000	2,693	1	226,500	2,998	1	194,600	5,716	1	217,000	11,407	1
Northeastern Region	248,800	3,151	2	222,900	3,949	2	180,800	7,819	2	206,300	14,919	2
South	238,600	3,152	3	208,300	3,730	3	172,300	6,421	3	198,100	13,303	3
West	234,600	2,254	4	200,000	2,008	4	167,800	2,990	4	197,500	7,252	4
University of Iowa *	226,200	210	5	183,800	162	5	161,000	192	5	191,800	564	5
		2,292 = mean # fac			2,569 = mean # fac			4,628 = mean # fac		\$0	9,489 = mean # fac	
Mean **	\$244,300			\$215,800			\$180,200			\$205,200		

* University of Iowa MD salary averages are the FY06 salary after January 1 faculty vitality increases have been applied. MD's who hold executive leadership roles (Dean, Associate Dean, Department Heads) were excluded from this analysis.

** Mean doesn't include University of Iowa MD's.