

# Comprehensive Human Resources Report

Includes:

Regent Merit System FY 2013

Sick and Vacation Leave FY 2013

Fringe Benefits FY 2013

Retirements FY 2013

Salaries FY 2014

Faculty Salary Comparisons FY 2013

Employee Award Programs FY 2013

**February 2014**

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# PART 1

## Regent Merit System – FY 2013

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	236	79	56	0	1	372
Blue Collar	1,327	650	248	19	10	2,254
Security	82	36	18	0	0	136
Technical	1,384	175	20	24	1	1,604
Clerical	1,783	492	219	5	5	2,504
TOTALS	4,812	1,432	561	48	17	6,870

### Minority Employment

	SUI*	ISU	UNI	ISD	IBSSS
Male Majority	30%	39.8%	30.1%	27%	41%
Female Majority	57%	55.2%	60.8%	67%	53.0%
Male Minority	4.0%	2.0%	3.0%	4.2%	0
Female Minority	6.5%	3.0%	5.4%	2.1%	5.9%

\*1% of males and 3% of females did not specify ethnicity

## Employment Activity – Appointments

	System	SUI	ISU	UNI	ISD	IBSSS
Original Entry	595	493	78	16	6	2
Reinstatements	26	26	0	0	0	0
Reemployments and Recalls	13	9	1	2	0	1
<b>TOTAL APPOINTMENTS</b>	634	528	79	18	6	3

## Employment Activity – Other Personnel Transactions

	Promotions	Contract Transfers	Merit Transfers	Demotions
Male Minority	6	10	2	0
Female Minority	15	15	19	1
Male Majority	37	38	47	3
Female Majority	62	89	132	10
Unspecified ethnicity	7	10	8	0
<b>TOTAL</b>	127	162	208	14

	Resignations	Retirements	Layoffs	Dismissal for Cause
Male Minority	20	7	0	3
Female Minority	30	2	2	4
Male Majority	106	41	2	13
Female Majority	190	85	6	26
Unspecified ethnicity	18	0	2	3
<b>TOTAL</b>	364	135	12	49

## 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 2013, 96 requests for reclassification were decided as shown in the following tables. In addition to reclassification requests, the appropriate classifications were determined for 244 new positions.

**Reclassification Studies – FY 2013**

	SUI	ISU	UNI	ISD	IBSSS	TOTAL
Supervisory	0	0	0	0	0	0
Blue Collar	23	7	0	0	0	30
Security	0	0	0	0	0	0
Technical	15	6	0	0	0	21
Clerical	31	11	3	0	0	45
<b>TOTAL</b>	69	24	3	0	0	96

**Results of Reclassification Reviews – FY 2013**

	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	69	2	0	65	2
ISU	24	0	0	23	1
UNI	3	0	3	0	0
ISD	0	0	0	0	0
IBSSS	0	0	0	0	0
<b>TOTAL</b>	96	2	3	88	3

**Classification Actions FY 2008 - 2012**

	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Reclassification Requests	105	217	145	142	96
New Position Classifications	149	170	250	251	244
<b>TOTAL ACTIONS</b>	254	387	395	393	340

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 2013.

<b>New Classifications</b>		
Class Code	Title	Pay Grade
8211	Supervisor, Guest Services	108
8052	Laundry Equipment Operator	204
<b>Revised Classification Descriptions</b>		
1241	Nursing Unit Clerk	505
5501	Power Plant Firer/Utility Worker	208
7601	Veterinary Technician	410
3053	Dental Assistant III	110
<b>New Title/Revised Classification Description</b>		
4444	Epidemiology/Quality Assurance Technician to Utilization Management Technician	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 a 2% across-the-board increase on July 1, 2012, and a 1% across-the-board increase on January 1, 2013. The pay matrices are based on 2088 work hours in calendar year 2012 and 2013.

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 \$41,429 in FY 2012 to \$42,497 in FY 2013.

	Average Annual Salary
SUI	41,641
ISU	44,510
UNI	44,883
ISD	38,294
IBSSS	39,932
System-Wide	42,497

## 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 2009	FY 2010	FY 2011	FY 2012	FY 2013
Number of Appeals	1*	0	4	0	0
Decisions Upheld	0	0	1	0	0
Decisions Reversed	0	0	1	0	0
Withdrawn	0	0	2	0	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 185,778 days of sick leave in FY 2013 at a cost of \$40.6 million.
- Average usage per employee at the universities was 7.2 days (average FY 2012 usage – 7.2 days). Average usage at the special schools was 8.7 (average FY 2012 usage – 8.7 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 <sup>th</sup>	2 weeks
5 <sup>th</sup> through 11 <sup>th</sup>	3 weeks
12 <sup>th</sup> through 19 <sup>th</sup>	4 weeks
20 <sup>th</sup> through 24 <sup>th</sup>	4.4 weeks
25 <sup>th</sup> 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	2.54	7.9	10.54	15.24	17.81	16.47
ISU	1.38	6.0	11.25	15.17	18.65	19.57
UNI	0.55	6.1	12.03	n/a	16.21	19.98
<b>University Average</b>	<b>1.86</b>	<b>7.38</b>	<b>10.80</b>	<b>15.22</b>	<b>17.91</b>	<b>17.38</b>
ISD	11.54	8.09	8.71	n/a	6.49	16.39*
IBSSS	7.07	6.14	9.99	n/a	20.16	16.51
<b>Special School Average</b>	<b>8.91</b>	<b>7.74</b>	<b>9.05</b>	<b>n/a</b>	<b>7.26</b>	<b>16.42</b>

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 2013**

SUI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	2,635	1,509	9,343	9,343	5,263	5,263	17,241	16,115
Total Value of Leave Used	\$3,726,512	\$16,575,170	\$17,628,630	\$42,794,248	\$9,061,932	\$14,863,176	\$30,417,074	\$74,232,594
Total Days Used	6,683.38	22,996.88	73,830.25	166,392.63	55,450.50	86,673.38	135,964	276,063
Average Days Used Per Employee	2.54	15.24	7.90	17.81	10.54	16.47	7.89	17.13

ISU	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	1,937	432	2,860	2,809	1,514	1,512	6,311	4,753
Total Value of Leave Used	\$898,404	\$2,646,857	\$3,772,864	\$12,277,869	\$2,888,791	\$5,258,266	\$7,560,059	\$20,182,992
Total Days Used	2,665	6,552	17,052	52,398	17,033	29,594	36,750	88,543
Average Days Used Per Employee	1.38	15.17	5.96	18.65	11.25	19.57	5.82	18.63

UNI	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	662	n/a	696	653	557	557	1,915	1,210
Total Value of Leave Used	\$143,386	n/a	\$1,112,937	\$2,918,068	\$1,147,949	\$2,001,262	\$2,404,272	\$4,919,330
Total Days Used	361	n/a	4,252	10,583	6,702	11,128	11,315	21,710
Average Days Used Per Employee	0.55	n/a	6.11	16.21	12.03	19.98	5.91	17.94

TOTAL UNIVERSITIES	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,234	1,941	12,899	12,805	7,334	7,332	25,467	22,078
Total Value of Leave Used	\$4,768,302	\$19,222,027	\$22,514,431	\$57,990,185	\$13,098,672	\$22,122,704	\$40,381,405	\$99,334,916
Total Days Used	9,710	29,549	95,135	229,373	79,185	127,395	184,029	386,316
Average Days Used Per Employee	1.86	15.22	7.38	17.91	10.80	17.38	7.23	17.50

ISD	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	35	n/a	36	36	53	53	124	89
Total Value of Leave Used	\$69,025	n/a	\$63,646	\$68,036	\$74,469	\$159,537	\$207,140	\$227,573
Total Days Used	403.88	n/a	291.25	233.75	461.63	868.63	1,157	1,102
Average Days Used Per Employee	11.54	n/a	8.09	6.49	8.71	16.39	9.33	12.39

IBSSS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	50	n/a	8	8	19	19	77	27
Total Value of Leave Used	\$120,921	n/a	\$16,694	\$55,705	\$33,427	\$52,556	\$171,042	\$108,261
Total Days Used	353.50	n/a	49.13	161.25	189.75	313.75	592	475
Average Days Used Per Employee	7.07	n/a	6.14	20.16	9.99	16.51	7.69	17.59

TOTAL SPECIAL SCHOOLS	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	85	n/a	44	44	72	72	201	116
Total Value of Leave Used	189,946	n/a	\$80,340	\$123,741	\$107,896	\$212,093	\$378,182	\$335,834
Total Days Used	757	n/a	340	395	651	1,182	1,749	1,577
Average Days Used Per Employee	8.91	n/a	7.74	8.98	9.05	16.42	8.70	13.60

TOTAL SYSTEM	Faculty		P&S		Merit		Total	
	Sick	Vacation	Sick	Vacation	Sick	Vacation	Sick	Vacation
Total Employees Earning Leave	5,319	1,941	12,943	12,849	7,406	7,404	25,668	22,194
Total Value of Leave Used	4,958,248	\$19,222,027	\$22,594,771	\$58,113,926	\$13,206,568	\$22,334,797	40,759,587	99,670,750
Total Days Used	10,467	29,549	95,475	229,768	79,836	128,577	185,778	387,894
Average Days Used Per Employee	1.97	15.22	7.38	17.88	10.78	17.37	7.24	17.48

## PART 3

### Fringe Benefits – FY 2013

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. Beginning on January 1, 2014, Board Office employees and employees of the special schools not covered by AFSCME will participate in benefit programs at Iowa State University.

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 2013 was \$553,714,566. Institutional costs as a percent of nonstudent payroll are as follows: University of Iowa – 30.1%; Iowa State University – 31.7%; University of Northern Iowa – 33.3%; Iowa School for the Deaf – 38.3%; and Iowa Braille and Sight Saving School – 44.4%.

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
2013	Social Security	6.20%	6.20%	\$113,700
2014	Social Security	6.20%	6.20%	\$117,000
	Medicare	1.45%	1.45%	No maximum

Costs for Social Security and Medicare to the Regent institutions for FY 2013 are detailed as follows:

SUI	ISU	UNI	ISD	IBSSS
\$83,879,843	\$29,831,581	\$9,597,905	\$456,229	\$345,879

### 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
2012	8.07%	5.36%
2013	8.93%	5.95%

The number of employees selecting IPERS is as follows:

<b>University of Iowa</b>	3,836
<b>Iowa State University</b>	883
<b>University of Northern Iowa</b>	463
<b>Iowa School for the Deaf</b>	97
<b>Iowa Braille and Sight Saving School</b>	50

The employer contributions for IPERS for FY 2013 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$4,717,688	\$1,962,387	\$1,157,946	\$206,380	\$264,853

## Federal Retirement Program

During FY 2013, 54 employees of Iowa State University were covered by federal retirement. Employer contributions for federal retirement were \$647,242.

## Funded Retirement Programs

All permanent<sup>1</sup> 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 up to applicable IRS limitations. 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 applicable IRS limitations. The employer pays 2/3 of the cost and the employee pays 1/3.
- The employer pays 10% of salary while the employee pays 5% with the exception noted above.

The FY 2013 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 2013 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	16,279	5,475	1,724	67	25
Substitute Plans	18	6	1	0	0

<sup>1</sup> 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 2013 are shown below:

	SUI	ISU	UNI	ISD	IBSSS
TIAA-CREF	\$101,066,795	\$37,196,625	\$10,996,978	\$309,198	\$128,536
Substitute Plans	\$76,847	\$66,311	\$6,941	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 2013 costs for TIAA-CREF waiver of premium are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$2,769,828	\$702,038	\$327,505	\$6,396	\$3,278

### 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 2013 costs for these programs were:

	SUI	ISU	UNI	ISD	IBSSS
Unemployment Compensation	\$738,540	\$456,803	\$105,062	0	\$46,041
Worker's Compensation	\$6,898,536	\$2,111,644	\$575,821	\$92,605	\$170,858

### 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 2013 was \$5,946,688.**

**Iowa State University:** Staff members holding a one-half time or more 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 2013 was \$1,823,637.**

**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 2013 was \$249,066.**

**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 2013 at the special schools are as follows:

ISD	IBSSS
\$31,277	\$29,331

## 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 2013 was \$373,681.**

**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 2013 at ISD and IBSSS are as follows:

ISD	IBSSS
\$4,170	\$3,556

## 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 \$25,000.

- 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 2013 was \$6.439,218**

**Iowa State University:** This coverage is provided for all 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 2013 cost to the University was \$1,509,340.**

**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 2013 cost to the University was \$259,175.**

**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 2013 at the two special schools are shown below:

ISD	IBSSS
\$56,926	\$41,779

### 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 2013 and 2014 are shown below. The employer share of health insurance coverage did not increase

	UICHOICE		GRAD CARE		HOUSE STAFF	
	2013	2014	2013	2014	2013	2014
<b>SINGLE</b>						
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
<b>FAMILY</b>						
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
<b>EMPLOYEE WITH CHILDREN</b>						
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
<b>EMPLOYEE WITH SPOUSE</b>						
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 2013 was \$100,276,616.**

**Iowa State University:** The University offered two insurance plans to its faculty and professional and scientific staff and supervisory Merit staff 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 2013 premiums are shown below. The premiums for 2014 are shown in parentheses. The employer contribution increased approximately 1% from calendar year 2013 to calendar year 2014.

	<b>SINGLE</b>	<b>EMPLOYEE WITH SPOUSE</b>	<b>EMPLOYEE WITH CHILDREN</b>	<b>FAMILY</b>
PPO	496.00 (501.00)	1,133.00 (1,145.00)	884.00 (894.00)	1,452.00 (1,468.00)
HMO	480.00 (485.00)	1,102.00 (1,114.00)	862.00 (871.00)	1,402.00 (1,417.00)
ISU Contribution	480.00-HMO (485.00-HMO) 476.00-PPO (481.00-PPO)	\$1,024.00-HMO (1,036.00-HMO) 870.00-PPO (882.00-PPO)	816.00-HMO (825.00-HMO) 711.00-PPO (721.00-PPO)	1,291.00-HMO (1,305.00-HMO) 1,117.00-PPO (1,129.00-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 2013 for faculty, professional and scientific staff, and supervisory merit staff was \$42,355,578.**

**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 9% for FY 2014. The FY 2013 and FY 2014 premiums are shown below.

	UNI Health Plan		UNI PPO		UNI Blue Advantage	
	2013	2014	2013	2014	2013	2014
<b>SINGLE</b>						
Total	495.00	584.00	464.00	464.00	423.00	486.00
Employer contribution	464.00	506.00	464.00	464.00	423.00	486.00
Employee Contribution	31.00	78.00	0	0	0	0
<b>FAMILY</b>						
Total	1,268.00	1,496.00	1,173.00	1,279.00	1,057.00	1,216.00
Employer contribution	938.00	1,023.20	938.00	1,023.20	938.00	1,023.20
Employee Contribution	330.00	472.80	235.00	255.80	119.00	192.80

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 Wellmark 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 2013 was \$11,605,746.**

**Regents Merit System Employees (AFSCME - covered) of the Institutions:** Beginning on January 1, 2014, only AFSCME-covered employees of the institutions will participate in the health plans offered by the State of Iowa. In the past AFSCME employees and all employees of the special schools and Board Office participated in the state health and dental plans.

The State provides one indemnity plan -- Plan 3 Plus; one Preferred Provider Organization (PPO) – Iowa Select; and two MCO products -- Blue Access and Blue Advantage.

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

The monthly employer premiums for calendar years 2013 and 2014 are shown below. Premiums for the Wellmark indemnity, PPO plan, and managed care plans increased approximately 9%.

	Program 3 Plus		Iowa Select		Blue Access		Blue Advantage	
	2013	2014	2013	2014	2013	2014	2013	2014
<b>SINGLE</b>								
Total	709.31	773.54	707.05	771.07	440.96	479.81	424.43	461.71
Employer contribution	709.31	773.54	707.05	771.07	440.96	479.81	424.43	461.71
Employee Contribution	0	0	0	0	0	0	0	0
<b>FAMILY</b>								
Total	1,658.45	1,810.09	1,653.18	1,804.31	1,030.49	1,122.73	991.86	1,080.44
Employer contribution	1,405.21	1,533.67	1,405.20	1,533.67	1,030.49	1,122.73	991.86	1,080.44
Employee contribution	253.24	276.42	247.98	270.64	0	0	0	0

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 2013 are shown below:

SUI	ISU	UNI	ISD	IBSSS
\$47,734,895	\$14,928,065	\$5,781,998	\$1,196,418	\$984,640

## 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 2013 and 2014 monthly rates are shown below. Dental insurance premiums did not increase from calendar year 2012 to 2013.

	DENTAL		GRAD DENTAL		HOUSE STAFF	
	2013	2014	2013	2014	2013	2014
<b>SINGLE</b>						
Total	40.00	40.00	25.00	25.00	48.00	48.00
Employer contribution	40.00	40.00	21.25	21.25	48.00	48.00
Employee Contribution	0	0	3.75	3.75	0	0
<b>FAMILY</b>						
Total	119.00	119.00	67.00	67.00	127.00	127.00
Employer contribution	96.00	96.00	46.90	46.90	127.00	127.00
Employee Contribution	23.00	23.00	20.10	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 2013 for faculty, professional and scientific staff, and supervisory merit staff was \$9,786,465.**

**Iowa State University:** All 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 2013 rates are shown below. The premiums for 2014 are shown in parentheses. The University's contribution to dental insurance did not change from 2013 to 2014. 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 2013 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$1,403,864.**

**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 2013 to 2014. The monthly premiums for FY 2013 and FY 2014 are shown below.

	DENTAL I		DENTAL II	
	2013	2014	2013	2014
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 2013 cost for dental insurance premiums for faculty, professional and scientific and supervisory merit staff was \$392,523.**

**Regents Merit System Employees (AFSCME - covered) of the Institutions:**

Beginning on January 1, 2014, only AFSCME-covered employees of the institutions will participate in the dental plan offered by the State of Iowa. In the past AFSCME employees and all employees of the special schools and Board Office participated in the state health and dental plans. 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 did not change from 2013 to 2014.**

The calendar year 2013 and 2014 rates are shown below.

	<b>2013</b>	<b>2014</b>
<b>SINGLE</b>	29.13	29.13
Employer	29.13	29.13
Employee	0	0
<b>FAMILY</b>	78.29	78.29
Employer	39.15	39.15
Employee	39.15	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 2013 are shown below:

<b>SUI</b>	<b>ISU</b>	<b>UNI</b>	<b>ISD</b>	<b>IBSSS</b>
\$1,740,427	\$533,177	\$228,666	\$43,003	\$34,604

**EXPENDITURES FOR INSURANCE AND RETIREMENT PROGRAMS -- FY 2013**

	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	83,879,843	29,831,581	9,597,905	456,229	345,879	124,111,437
IPERS	4,717,688	1,962,387	1,157,946	206,380	264,853	8,309,254
TIAA CREF	101,066,795	37,196,625	10,996,978	309,198	128,536	149,698,132
Substitute plans	76,847	66,311	6,941	-	-	150,099
Federal Retirement	-	647,242	-	-	-	647,242
TIAA CREF Waiver of Premium	2,769,828	702,038	327,505	6,396	3,278	3,809,045
Unemployment Compensation	738,540	456,803	105,062	-	46,014	1,346,419
Workers Compensation	6,898,536	2,111,644	575,821	92,605	170,858	9,849,464
<b>Total Mandated</b>	<b>200,148,077</b>	<b>72,974,631</b>	<b>22,768,158</b>	<b>1,070,808</b>	<b>959,418</b>	<b>297,921,092</b>
Other Benefits						
Life Insurance	5,946,688	1,823,637	249,066	31,277	29,331	8,079,999
Accidental Death and Dismemberment	-	373,681	-	4,170	3,556	381,407
Health Insurance	147,920,455	57,283,643	17,477,745	1,196,418	984,640	224,862,901
Long-term Disability	6,439,218	1,509,340	259,175	56,926	41,779	8,306,438
Dental Insurance	11,526,892	1,937,041	621,189	43,003	34,604	14,162,729
<b>Total Other Benefits</b>	<b>171,833,253</b>	<b>62,927,342</b>	<b>18,607,175</b>	<b>1,331,794</b>	<b>1,093,910</b>	<b>255,793,474</b>
<b>Total Fringe Benefit Expenditures</b>	<b>371,981,330</b>	<b>135,901,973</b>	<b>41,375,333</b>	<b>2,402,602</b>	<b>2,053,328</b>	<b>553,714,566</b>
Percent of Non-student payroll	30.08%	31.75%	33.29%	38.30%	44.40%	

## PART 4

### Retirements – FY 2013

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 60 new entrants into the phased retirement program during FY 2013. To date 1,152 faculty and staff have participated in the program with 143 currently active. There have been no participants from the Iowa School for the Deaf. New entrants in the program are categorized below:

	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit</b>	<b>Total</b>
SUI	17	11	4	32
ISU	9	3	2	14
UNI	10	4	0	14
<b>TOTAL</b>	<b>36</b>	<b>18</b>	<b>6</b>	<b>60</b>

Iowa State University offered a special phased retirement program during FY 2011. Numbers of participants still active in the program noted below.

	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit</b>	<b>Total</b>
ISU	12	13	4	29

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

FY 2010	39	FY 2012	51
FY 2010	39	FY 2013	60
FY 2011	51		

The following table shows the financial impact of the phased retirement program at the universities for FY 2013:

	<b>Incentive Amounts</b>	<b>Released Funds</b>
SUI	\$1,779,190	\$2,789,451
ISU	\$648,999	\$889,540
ISU – special	\$478,077	\$592,358
UNI	\$997,515	\$1,350,280

“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 2013.

	<b>Faculty</b>	<b>P&amp;S</b>	<b>Merit</b>	<b>Total</b>
SUI	32	121	76	229
ISU	27	39	34	100
UNI	12	13	5	30
ISD	2	0	3	5
IBSSS	1	0	0	1
TOTALS	74	173	118	365

## PART 5

### Salaries – FY 2014

#### Salary Policies and Negotiated Salary Increases

In June 2013, the Board approved the following salary policies for the institutions.

Regent Merit System Supervisory and Confidential Staff: As customary, the pay policy proposed for the nonorganized supervisory and confidential staff in the Regent Merit System is the same as that negotiated with AFSCME for employees in statewide bargaining units. The two-year AFSCME agreement beginning July 1, 2013 allows for no across-the-board increases in either year of the agreement. The pay matrix for supervisory and confidential staff is unchanged from FY 2013. Eligible employees (those not at the maximums of their pay grades) will continue to receive 4.5% step increases on their anniversary dates.

University of Iowa: The University of Iowa will allocate to General Education Fund supported budgetary units a 2.0% increase for faculty and professional and scientific salary budgets. The overall average salary increase within each college, vice presidential unit, or other major administrative unit is to be between 2.0% and 3.0%. All individual salary increases must be based upon performance, competitive market factors and equity. Individual salary increases proposed to exceed 6.0% must be reviewed and approved by the Office of Provost or University Human Resources. These policies apply to all University of Iowa units, including UI Healthcare.

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, non-recurring compensation based on productivity will continue to be authorized to do so in FY 2014.

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.

In August 2011, the Board approved a new compensation system for nonorganized University of Iowa professional and scientific staff based on competitive market salary rates. Based on this year's analysis of competitive market data, the proposed ranges will be increased 0% to 4% depending on relative market data for specific structure and level. The two separate structures – A and B – recognize the differences in the market data. This will be the second budget cycle using the salary structure to guide individual salary decisions.

Iowa State University: Iowa State's salary policy for faculty, professional and scientific staff, and post docs, guides the process for establishing two parameters for performance-based annual salary adjustments during the budget development process. One parameter establishes a minimum salary adjustment that must be awarded for all faculty and P&S staff who has exhibited satisfactory performance as documented in an annual performance evaluation. For FY2014, the minimum salary increase for satisfactory performance is 1.5% for individuals with a salary of \$60,000 or less, and 1.0% for individuals with a salary of more than \$60,000. Merit salary increases beyond the minimum are determined by the employee's supervisor, with the justification also documented in an annual performance evaluation. The second parameter is a requirement that any salary increase above 5% requires senior administrative approval.

The P&S pay matrix will be increased in recognition of changes to market factors related to positions for which the university competes. To maintain the integrity, the entire structure (i.e. minimums and maximums for each pay grade) will be moved up by 1.25%. The increase will allow for continued movement of employee's salaries through a salary range. The incremental cost for this move is minimal.

University of Northern Iowa: Salary increases for nonorganized professional and scientific staff are budgeted at 2% on July 1, 2013 which is comparable to the increases for the UNI-United Faculty. The across-the-board increase with satisfactory or above performance will be 1% with the balance for meritorious performance.

The University proposes an adjustment of 2.75% at the minimums and the maximums for pay grades 2 through 8 of the P&S salary matrix for FY 2014. No increase is proposed for grade 1.

Iowa School for the Deaf: ISD's proposed FY 2014 faculty salary matrix is increased by 2.75% from the FY 2013 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 2013. 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 2.71%. The proposed extra-curricular pay schedule is unchanged from FY 2013.

ISD and IBSSS share a single P&S salary matrix. The proposed matrix is increased by 3% on both the minimums and the maximums. ISD proposes to increase P&S salaries by an average of 2.75%. The salary policy allows for eligible P&S staff to receive merit pay for sign language proficiency at ISD. The amounts paid for sign language proficiency are unchanged from FY 2013.

Iowa Braille and Sight Saving School: IBSSS proposes an increase of 1.5% to each cell of the faculty salary matrix for FY 2014. 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 2013. 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 2.55%.

As noted above, ISD and IBSSS share a single P&S salary matrix. IBSSS is proposing 2.55% increases for P&S staff.

The extra-curricular pay scale for IBSSS is unchanged from FY 2013.

AFSCME (all institutions): The statewide collective bargaining agreement with AFSCME provides for no increase on July 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. It is estimated the cost of the AFSCME agreement in FY 2014 is 2.2%.

SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU – tertiary care employees at UIHC): A voluntary agreement on wages for a two-year contract beginning July 1, 2013, was not reached with SEIU. Arbitration was held on February 28, 2013. The arbitrator was presented with final wage offers from the union and the Board. The Board's offer of 2% on July 1, 2013, and 2.5% on July 1, 2014, was accepted by the arbitrator.

COGS (University of Iowa graduate assistants): A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the United Electrical, Radio and Machine Workers of America, Local 896/COGS. The agreement provides for continuation of the minimum tuition scholarship in an amount equal to 100% of the cost of resident graduate tuition rate for the College of Liberal Arts and Sciences. The agreement also provides for a 2% increase in the average graduate assistant stipend on July 1, 2013 and 2.25% increase on July 1, 2014 (there are no step increases).

UNI – UNITED FACULTY (faculty at the University of Northern Iowa): A voluntary agreement for a two-year contract beginning July 1, 2013, was reached with the organized faculty (UNI-United Faculty). The agreement provides for a wage increase of 2% on July 1, 2013, and 2.25% increase on July 1, 2014.

## Salaries -- Faculty

Average increases for faculty for FY 2014 and the four previous years are shown below:

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
SUI	0%	2.5%	3.1%	2.4%	2.1%
ISU	0%	1.9%	2.3%	2.4%	3.2%
UNI	0%	3.0%	2.9%*	3.52%**	2.0%
ISD	0%	2.4%	1.1%	3.7%	2.8%
IBSSS	0%	2.5%	2.8%	3.3%	3.2%

\* 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	2.0%	ISD	2.0%
ISU	2.0%	IBSSS	2.5%
UNI	2.3 %		

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	\$103,492
Iowa State University	\$86,142
University of Northern Iowa	\$76,221

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 2014  
Non-Professional Colleges**

	12-month				9-month			
	Male		Female		Male		Female	
<b>SUI</b>	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Liberal Arts and Sciences	\$118,485	1.00	\$83,972	6.66	\$82,124	112.50	\$78,790	103.50
Business	--	--	--	--	\$159,688	13.50	\$162,329	6.00
Education	\$139,148	3.00	--	--	\$76,327	12.25	\$75,469	24.50
Engineering	--	--	--	--	\$99,313	17.85	\$94,832	1.00
Graduate	\$156,556	1.00	\$138,121	0.70	\$83,118	2.00	\$71,055	3.00
Nursing	--	--	\$126,323	4.00	\$78,162	2.00	\$83,755	13.50
Public Health	\$106,074	10.00	\$112,033	8.92	--	--	\$96,543	1.00
<b>ISU</b>								
Agriculture and Life Sciences	\$99,592	4.12	\$91,774	3.02	\$92,556	10.83	\$92,232	6.04
Business	--	--	--	--	\$139,241	18.00	\$142,796	5.00
Design	\$97,502	0.56	--	--	\$75,061	18.65	\$71,024	18.10
Engineering	\$120,156	0.81	--	--	\$101,068	54.21	\$98,005	4.19
Human Sciences	--	--	\$94,724	0.63	\$82,682	5.66	\$78,901	23.20
Liberal Arts and Sciences	\$86,947	2.29	--	--	\$80,405	82.81	\$75,184	47.48
<b>UNI</b>								
Business	--	--	--	--	\$100,882	13.00	\$94,283	6.00
Social and Behavioral Sciences	--	--	--	--	\$69,114	27.00	\$69,462	19.75
Education	--	--	--	--	\$81,605	15.75	\$69,073	23.50
Humanities and Fine Arts	--	--	--	--	\$70,289	57.65	\$68,604	35.00

## Assistant Professor -- Average Salaries FY 2014 Non-Professional Colleges

	12-month				9-month			
	Male		Female		Male		Female	
SUI	Salary	FTE	Salary	FTE	Salary	FTE	Salary	FTE
Liberal Arts and Sciences	\$71,250	2.00	\$73,433	3.00	\$68,239	59.50	\$67,200	60.50
Business	--	--	--	--	\$152,151	12.00	\$151,430	5.00
Education	\$102,000	0.60	--	--	\$66,701	5.00	\$64,138	8.00
Engineering	--	--	--	--	\$87,497	12.00	\$93,458	4.50
Graduate	--	--	--	--	\$78,609	5.00	\$70,582	3.00
Nursing	\$86,954	0.65			--	--	\$70,350	14.75
Public Health	\$101,159	6.65	\$97,825	9.63	--	--	--	--
<b>ISU</b>								
Agriculture and Life Sciences	\$91,604	1.25	\$77,244	0.77	\$77,199	12.72	\$78,321	8.00
Business	--	--	--	--	\$131,105	16.65	\$132,538	11.83
Design	\$79,892	0.15	--	--	\$63,254	7.62	\$61,124	10.50
Engineering	\$66,284	3.00	--	--	\$85,258	32.37	\$85,306	13.49
Human Sciences	\$77,576	0.25	\$74,408	0.13	\$66,672	12.23	\$67,485	24.52
Liberal Arts and Sciences	\$96,161	0.22	--	--	\$68,875	55.67	\$60,776	46.90
<b>UNI</b>								
Business	--	--	--	--	\$109,824	8.00	\$97,387	5.00
Social and Behavioral Sciences	--	--	--	--	\$56,770	6.00	\$54,153	14.00
Education	--	--	--	--	\$67,385	10.00	\$61,220	20.00
Humanities, Arts, and Sciences	--	--	--	--	\$56,383	23.00	\$55,248	29.00

## Salaries – Professional and Scientific

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

	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
SUI*	0%	2.8%	2.9%	2.5%	2.4%
ISU	0%	1.9%	2.4%	2.5%	2.9%
UNI	0%	3.0%	2.9%	2.9%	2.6%
ISD	0%	2.3%	0	3.3%	3.3%
IBSSS	0%	6.4%	1.5%	2.4%	2.7%

\*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, 2.95% in FY 2013 and 2.2% in FY 2014.

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

SUI	2.1%	ISD	1.8%
ISU	1.9%	IBSSS	2.6%
UNI	2.3%		

Average P&S salaries for FY 2014 are shown below:

	<b>Overall Average</b>	<b>Male Average</b>	<b>Female Average</b>
SUI*	\$66,769	\$72,270	\$63,381
ISU	\$60,057	\$64,958	\$56,057
UNI	\$63,245	\$68,923	\$58,978

\* non-hospital, non-SEIU

Average salaries at the special schools are shown below.

	<b>Faculty Salaries</b>	<b>P&amp;S Salaries (annualized)</b>
ISD	\$64,966	\$57,136
IBSSS	\$64,270	\$67,443

### Salary Increases – Regent Merit System

The value of all increases for merit staff at each institution for FY 2014 and the four previous years are shown below.

	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
SUI	2.2%	4.8%	4.8%	4.7%	2.0%
ISU	1.6%	4.4%	4.9%	4.3%	1.25
UNI	1.6%	4.6%	4.3%	4.2%	1.1%
ISD	2.1%	3.5%	4.8%	5.0%	2.9%
IBSSS	1.9%	6.1%	5.2%	6.7%	1.8%

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

SUI	3.7%	ISD	3.6%
ISU	3.3%	IBSSS	4.3%
UNI	3.2%		

### Salaries – Teaching and Research Assistants

At the University of Iowa, the minimum salary for half-time appointments for teaching and research assistants is \$17,680. Salaries increased 2% 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 \$14,400 - \$32,400. Stipends increased 6.7% on the minimum and 5.9% on the maximum from FY 2013.

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 \$9,338 while that of a doctoral level is paid \$14,072. The total average nine month half-time assistantship is \$9,977. Graduate assistantships in some disciplines such as Geography and Biology are slightly higher than the regular assistantships at the University. This ranges from \$12,512 in Geography to \$18,776 in Biology. Graduate assistantship salaries increased about 1.6% over FY 2013.

## Average Estimated Total Compensation

Average estimated total compensation for FY 2014 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 2014 insurance year.

	Faculty by Rank				P&S	Merit
	Professor	Associate	Assistant	Overall Average		
SUI	\$207,170	\$147,196	\$144,332	\$170,654	\$89,804	\$62,916
ISU	\$159,563	\$114,527	\$102,033	\$114,488	\$82,759	\$61,085
UNI	\$124,175	\$98,480	\$84,215	\$98,783	\$83,041	\$66,651
ISD**				\$91,411	\$76,400	\$50,164
IBSSS**				\$86,869	\$90,369	\$60,011

\*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 2010			FY 2011			FY 2012		
	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	0.0%	0.0%	2.2%	2.5%	2.8%	4.8%	3.1%	2.9%	4.8%
ISU	0.0%	0.0%	1.6%	1.9%	1.9%	4.4%	2.3%	2.4%	4.9%
UNI	0.0%	0.0%	1.6%	3.0%	3.0%	4.6%	2.9%	2.9%	4.3%
ISD	0.0%	0.0%	2.1%	3.3%	2.6%	3.5%	1.1%	0.0%	4.8%
IBSSS	0.0%	0.0%	1.9%	2.5%	6.4%	6.1%	2.8%	1.5%	5.2%

	FY 2013			FY 2014		
	Faculty	P&S	Merit	Faculty	P&S	Merit
SUI	2.4%	2.5%	4.7%	2.1%	2.4%	2.0%
ISU	2.4%	2.5%	4.3%	3.2%	2.9%	1.2%
UNI	3.5%	2.9%	4.2%	2.0%	2.6%	1.1%
ISD	3.7%	3.3%	5.0%	2.8%	3.3%	2.9%
IBSSS	3.3%	2.4%	6.7%	3.2%	2.7%	1.8%

## 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, 2012-13**  
**ESTIMATED FACULTY SALARY INCREASES, 2013-14**

<b>COMPARISON GROUPS</b>	<b>Average Faculty Salary 2012-13 (1)</b>	<b>Estimated Average Percent Increase 2013-14 (2)</b>	<b>Estimated Average Faculty Salary 2013-14</b>
University of California, Los Angeles	142,303	3.50%	147,300
University of Michigan, Ann Arbor	122,688	n/a	122,700
University of North Carolina, Chapel Hill	117,624	1.00%	118,800
University of Texas, Austin	117,705	n/a	117,700
University of Illinois, Urbana	113,100	2.75%	116,200
Ohio State University, Main Campus	110,300	2.00%	112,600
University of Minnesota, Twin Cities	107,400	2.50%	110,100
Indiana University, Bloomington	106,245	2.50%	108,900
<b>UNIVERSITY OF IOWA</b>	<b>102,302</b>	<b>2.10%</b>	<b>104,500</b>
University of Wisconsin	102,800	1.00%	103,800
University of Arizona	97,700	3.00%	100,600
University of Illinois, Urbana	113,100	2.75%	116,200
University of California, Davis	116,200	n/a	116,200
Ohio State University, Main Campus	110,300	2.00%	112,600
University of Minnesota, Twin Cities	107,400	2.50%	110,100
Purdue University, Main Campus	104,200	1.00%	105,200
Michigan State University	101,500	2.75%	104,300
University of Wisconsin	102,800	1.00%	103,800
<b>IOWA STATE UNIVERSITY</b>	<b>97,800</b>	<b>3.20%</b>	<b>100,900</b>
University of Arizona	97,700	3.00%	100,600
Texas A & M	100,000	n/a	100,000
North Carolina State University	99,800	n/a	99,800
Central Michigan University	85,400	1.50%	86,700
Ohio University, Athens	83,700	2.00%	85,400
University of North Carolina, Greensboro	85,000	0.00%	85,000
Northern Arizona University	75,900	5.00%	79,700
University of North Texas	79,300	0.00%	79,300
California State University, Fresno	79,300	n/a	79,300
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>76,200</b>	<b>2.00%</b>	<b>77,800</b>
Illinois State University	76,700	n/a	76,700
Indiana State University, Terre Haute	75,800	n/a	75,800
University of Minnesota, Duluth	69,700	n/a	69,700
University of Wisconsin, Eau Claire	63,900	1.00%	64,500

(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.

**Average Instructional Faculty Salaries and Relative Standing  
by Academic Rank, AAU Public and Private Institutions, Fall 2012**  
(Adjusted to SUL 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	207,347	503	2	135,079	405	1	111,255	324	3	158,319	1,232	1
Columbia	212,345	503	1	132,440	405	2	105,825	324	5	158,064	1,232	2
Harvard	203,030	503	3	118,910	405	6	113,364	324	2	151,796	1,232	3
Princeton	200,032	503	4	129,101	405	3	96,794	324	10	149,564	1,232	4
Penn	186,987	503	5	117,300	405	7	116,246	324	1	145,474	1,232	5
MIT	178,733	503	8	122,564	405	4	106,305	324	4	141,220	1,232	6
Duke	180,224	503	7	119,980	405	5	97,299	324	9	138,612	1,232	7
Yale	186,255	503	6	113,063	405	8	94,164	324	13	137,975	1,232	8
Northwestern	176,682	503	9	112,460	405	9	98,398	324	7	134,983	1,232	9
Wash. Univ - St Louis	175,816	503	10	103,586	405	16	98,796	324	6	131,816	1,232	10
<b>UCLA</b>	<b>166,867</b>	<b>503</b>	<b>12</b>	<b>109,817</b>	<b>405</b>	<b>11</b>	<b>88,506</b>	<b>324</b>	<b>19</b>	<b>127,505</b>	<b>1,232</b>	<b>11</b>
Cornell University - Endowed College	159,763	503	16	110,674	405	10	97,797	324	8	127,329	1,232	12
Rice	165,410	503	13	105,249	405	15	92,221	324	15	126,385	1,232	13
Southern Cal	160,517	503	15	107,766	405	12	93,452	324	14	125,539	1,232	14
Vanderbilt	167,924	503	11	103,521	405	17	84,907	324	26	124,920	1,232	15
UC Berkeley	158,474	503	17	107,228	405	13	94,656	324	12	124,844	1,232	16
Boston University	157,044	503	18	106,896	405	14	91,001	324	16	123,190	1,232	17
Brown	160,838	503	14	103,435	405	18	86,041	324	22	122,297	1,232	18
<b>Michigan</b>	<b>151,541</b>	<b>503</b>	<b>19</b>	<b>101,072</b>	<b>405</b>	<b>19</b>	<b>88,758</b>	<b>324</b>	<b>17</b>	<b>118,439</b>	<b>1,232</b>	<b>19</b>
Rutgers	149,779	503	20	100,422	405	21	81,004	324	34	115,467	1,232	20
Rochester	138,704	503	31	100,870	405	20	94,738	324	11	114,704	1,232	21
<b>North Carolina</b>	<b>147,887</b>	<b>503</b>	<b>21</b>	<b>96,585</b>	<b>405</b>	<b>24</b>	<b>84,372</b>	<b>324</b>	<b>27</b>	<b>114,319</b>	<b>1,232</b>	<b>22</b>
<b>Texas</b>	<b>143,965</b>	<b>503</b>	<b>22</b>	<b>92,801</b>	<b>405</b>	<b>29</b>	<b>85,950</b>	<b>324</b>	<b>23</b>	<b>111,889</b>	<b>1,232</b>	<b>23</b>
UC San Diego	142,172	503	25	92,751	405	30	\$88,647	324	18	111,849	1,232	24
Georgia Tech	141,339	503	27	94,561	405	25	86,812	324	21	111,621	1,232	25
SUNY-Stony Brook	142,429	503	24	98,665	405	22	78,856	324	39	111,323	1,232	26
Virginia	143,158	503	23	93,772	405	27	82,907	324	30	111,078	1,232	27
<b>Illinois</b>	<b>141,699</b>	<b>503</b>	<b>26</b>	<b>91,078</b>	<b>405</b>	<b>37</b>	<b>87,351</b>	<b>324</b>	<b>20</b>	<b>110,765</b>	<b>1,232</b>	<b>28</b>
Maryland	138,100	503	32	96,820	405	23	85,206	324	24	110,619	1,232	29
Penn State	138,705	503	30	94,321	405	26	82,525	324	31	109,340	1,232	30
UC Irvine	140,376	503	29	92,343	405	31	82,294	324	32	109,311	1,232	31
<b>Ohio State</b>	<b>136,948</b>	<b>503</b>	<b>33</b>	<b>91,994</b>	<b>405</b>	<b>33</b>	<b>85,072</b>	<b>324</b>	<b>25</b>	<b>108,528</b>	<b>1,232</b>	<b>32</b>
Brandeis	131,444	503	40	93,426	405	28	83,367	324	29	106,303	1,232	33
UC Santa Barbara	140,546	503	28	86,791	405	47	77,246	324	43	106,228	1,232	34
Pittsburgh	135,921	503	34	91,511	405	35	75,815	324	46	105,515	1,232	35
<b>Minnesota</b>	<b>134,290</b>	<b>503</b>	<b>35</b>	<b>88,465</b>	<b>405</b>	<b>44</b>	<b>81,826</b>	<b>324</b>	<b>33</b>	<b>105,428</b>	<b>1,232</b>	<b>36</b>
SUNY-Buffalo	133,727	503	36	91,797	405	34	78,502	324	40	105,420	1,232	37
<b>Indiana</b>	<b>131,959</b>	<b>503</b>	<b>39</b>	<b>88,590</b>	<b>405</b>	<b>43</b>	<b>80,441</b>	<b>324</b>	<b>35</b>	<b>104,154</b>	<b>1,232</b>	<b>38</b>
Case Western	132,323	503	37	89,580	405	40	78,015	324	41	103,990	1,232	39
UC Davis	130,230	503	42	90,121	405	39	80,058	324	37	103,851	1,232	40
Colorado	127,763	503	43	92,169	405	32	79,385	324	38	103,339	1,232	41
Purdue	127,717	503	44	89,299	405	41	80,410	324	36	102,646	1,232	42
<b>Iowa</b>	<b>132,172</b>	<b>503</b>	<b>38</b>	<b>87,396</b>	<b>405</b>	<b>46</b>	<b>74,564</b>	<b>324</b>	<b>49</b>	<b>102,302</b>	<b>1,232</b>	<b>43</b>
Washington	124,254	503	45	89,158	405	42	84,126	324	28	102,163	1,232	44
Michigan State	131,205	503	41	90,912	405	38	71,034	324	52	102,135	1,232	45
<b>Wisconsin</b>	<b>118,761</b>	<b>503</b>	<b>50</b>	<b>91,108</b>	<b>405</b>	<b>36</b>	<b>77,468</b>	<b>324</b>	<b>42</b>	<b>98,811</b>	<b>1,232</b>	<b>46</b>
Syracuse	122,796	503	46	87,654	405	45	75,501	324	47	98,806	1,232	47
Iowa State	119,295	503	49	86,064	405	48	76,607	324	44	97,144	1,232	48
Florida	122,502	503	47	81,090	405	50	70,985	324	53	95,340	1,232	49
<b>Arizona</b>	<b>119,634</b>	<b>503</b>	<b>48</b>	<b>81,885</b>	<b>405</b>	<b>49</b>	<b>74,013</b>	<b>324</b>	<b>50</b>	<b>95,227</b>	<b>1,232</b>	<b>50</b>
Kansas	118,334	503	51	80,612	405	51	71,823	324	51	93,702	1,232	51
Nebraska	116,009	503	53	78,937	405	53	74,584	324	48	92,928	1,232	52
Oregon	110,925	503	54	80,324	405	52	76,528	324	45	91,819	1,232	53
Missouri	117,188	503	52	77,989	405	54	63,848	324	54	90,274	1,232	54
<b>Mean</b>	<b>\$147,779</b>			<b>\$98,370</b>			<b>\$86,068</b>			<b>\$115,308</b>		

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 2012									
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	207,347	524	135,079	393	111,255	315	159,725	1,232	1
Columbia	212,345	524	132,440	393	105,825	315	159,621	1,232	2
Harvard	203,030	524	118,910	393	113,364	315	153,270	1,232	3
Princeton	200,032	524	129,101	393	96,794	315	151,009	1,232	4
Chicago *	203,600	524	117,600	393	102,700	315	150,368	1,232	5
Penn	186,987	524	117,300	393	116,246	315	146,670	1,232	6
Caltech *	179,200	524	122,300	393	112,800	315	144,072	1,232	7
MIT	178,733	524	122,564	393	106,905	315	142,297	1,232	8
New York Univ. *	187,600	524	107,700	393	105,300	315	141,070	1,232	9
Duke	180,224	524	119,980	393	97,299	315	139,804	1,232	10
Yale	186,255	524	113,063	393	94,164	315	139,361	1,232	11
Northwestern	176,682	524	112,460	393	98,398	315	136,180	1,232	12
Wash Univ - St. Louis	175,816	524	103,586	393	98,796	315	133,082	1,232	13
Cal - Los Angeles	167,002	524	109,993	393	88,844	315	128,833	1,232	14
Cornell	159,763	524	110,674	393	97,797	315	128,260	1,232	15
Rice	165,410	524	105,249	393	92,221	315	127,506	1,232	16
Southern Cal	160,517	524	107,766	393	93,452	315	126,543	1,232	17
Vanderbilt	167,924	524	103,521	393	84,907	315	126,154	1,232	18
Cal - Berkeley	158,855	524	107,298	393	94,694	315	126,004	1,232	19
Boston U	157,044	524	106,896	393	91,001	315	124,161	1,232	20
Emory	160,146	524	106,005	393	85,403	315	123,765	1,232	21
Brown	160,838	524	103,435	393	86,041	315	123,403	1,232	22
Carnegie Mellon *	146,500	524	101,800	393	103,900	315	121,349	1,232	23
Michigan	151,541	524	101,072	393	88,758	315	119,389	1,232	24
Rutgers	150,993	524	101,170	393	81,681	315	117,378	1,232	25
Rochester	138,704	524	100,870	393	94,738	315	115,394	1,232	26
North Carolina	147,887	524	96,585	393	84,372	315	115,283	1,232	27
Georgia Tech	142,600	524	95,400	393	89,700	315	114,018	1,232	28
Cal - San Diego	142,528	524	92,781	393	88,663	315	112,887	1,232	29
Texas	143,965	524	92,801	393	85,950	315	112,811	1,232	30
SUNY - Stony Brook	142,429	524	98,665	393	78,856	315	112,214	1,232	31
Virginia	143,158	524	93,772	393	82,907	315	111,999	1,232	32
Illinois	141,699	524	91,078	393	87,351	315	111,656	1,232	33
Maryland	138,100	524	96,820	393	85,206	315	111,408	1,232	34
Cal - Irvine	140,412	524	92,550	393	82,424	315	110,318	1,232	35
Penn State	138,705	524	94,321	393	82,525	315	110,183	1,232	36
Ohio State	136,948	524	91,994	393	85,072	315	109,344	1,232	37
Cal - Santa Barbara	140,577	524	86,814	393	77,246	315	107,234	1,232	38
Brandeis	131,444	524	93,426	393	83,367	315	107,024	1,232	39
Tulane *	140,200	524	88,700	393	74,000	315	106,846	1,232	40
Cal - Davis	132,975	524	91,425	393	81,600	315	106,585	1,232	41
Pittsburgh	135,921	524	91,511	393	75,815	315	106,386	1,232	42
Minnesota	134,290	524	88,465	393	81,826	315	106,258	1,232	43
SUNY - Buffalo	133,727	524	91,797	393	78,502	315	106,232	1,232	44
Indiana	131,959	524	88,590	393	80,441	315	104,953	1,232	45
Case	132,323	524	89,580	393	78,015	315	104,803	1,232	46
Colorado	127,763	524	92,169	393	79,385	315	104,039	1,232	47
Purdue	127,717	524	89,299	393	80,410	315	103,366	1,232	48
Iowa	132,172	524	87,396	393	74,564	315	103,159	1,232	49
Michigan State	131,205	524	90,912	393	71,034	315	102,967	1,232	50
Washington	124,254	524	89,158	393	84,126	315	102,798	1,232	51
Syracuse	122,796	524	87,654	393	75,501	315	99,493	1,232	52
Wisconsin	118,761	524	91,108	393	77,468	315	99,382	1,232	53
Texas A&M *	122,200	524	84,500	393	75,600	315	98,259	1,232	54
Iowa State	119,295	524	86,064	393	76,607	315	97,780	1,232	55
Florida	122,502	524	81,090	393	70,985	315	96,120	1,232	56
Arizona	\$119,634	524	\$81,885	393	\$74,013	315	\$95,928	1,232	57
Kansas	118,334	524	80,612	393	71,823	315	94,409	1,232	58
Nebraska	116,009	524	78,937	393	74,584	315	93,592	1,232	59
Oregon	110,925	524	80,324	393	76,528	315	92,369	1,232	60
Missouri	117,188	524	77,989	393	63,848	315	91,046	1,232	61
North Carolina State*	120,600	524	87,300	393	79,300	315	99,418	1,232	
<i>Institutions Included, n = 61</i>									
<b>Mean</b>	<b>\$149,601</b>	<b>524</b>	<b>\$99,082</b>	<b>393</b>	<b>\$87,098</b>	<b>315</b>	<b>\$117,505</b>	<b>1,232</b>	

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

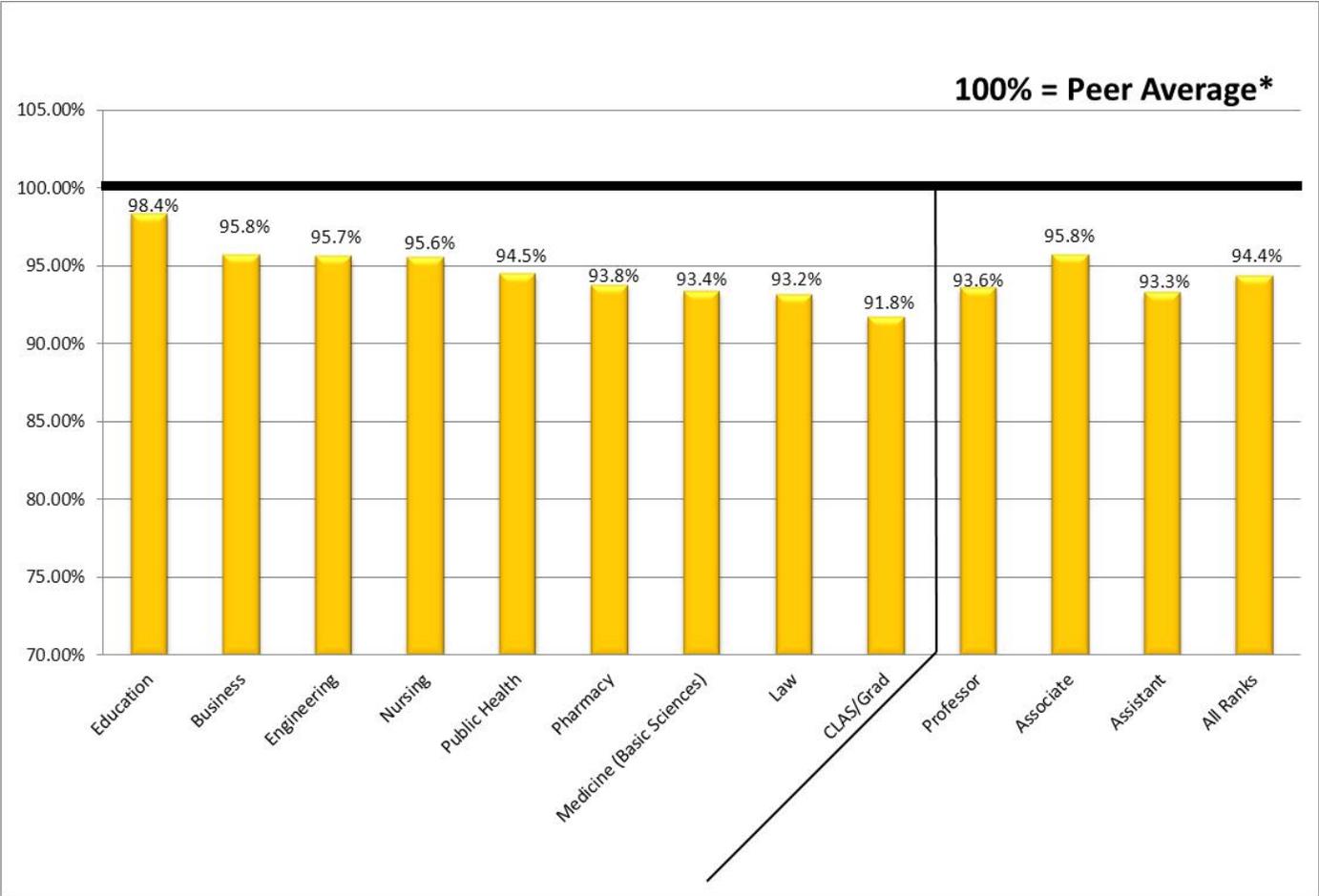
\* North Carolina State University is not a member of the AAU but is included here as a peer institution.

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

Average Faculty Salaries by Academic Rank, FY 2013 (Peer institutions as listed by Education Trust*) Peers Adjusted to UNI Rank Distribution												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	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 Alabama	100,132	478	1	68,200	114	6	90,400	195	2	132,900	169	1
University of California - Riverside	99,024	478	2	77,900	114	1	83,400	195	3	131,300	169	2
University of New Hampshire	97,996	478	3	76,900	114	2	92,300	195	1	118,800	169	3
University of Mississippi-Main	88,696	478	5	67,600	114	9	80,400	195	9	112,500	169	5
West Virginia University	88,528	478	6	66,300	114	14	83,000	195	4	109,900	169	7
Kent State University-Main	86,963	478	7	69,000	114	4	80,100	195	11	107,000	169	8
University of North Carolina-Greensboro	86,455	478	8	66,300	114	15	77,400	195	14	110,500	169	6
West Chester University of Pennsylvania	86,108	478	9	66,600	114	12	82,700	195	5	103,200	169	11
Bloomsburg University of Pennsylvania	84,837	478	10	62,800	114	23	81,200	195	8	103,900	169	9
Indiana University of Pennsylvania-Main	84,639	478	11	61,100	114	29	82,400	195	6	103,100	169	13
North Dakota State University-Main	84,617	478	12	68,900	114	5	77,700	195	12	103,200	169	12
Ohio University	84,533	478	13	68,000	114	7	77,500	195	13	103,800	169	10
Kutztown University of Pennsylvania	83,396	478	14	60,200	114	35	80,400	195	10	102,500	169	14
Central Michigan University	82,591	478	15	67,200	114	11	76,500	195	16	100,000	169	16
Oakland University	82,426	478	16	64,900	114	17	76,400	195	17	101,200	169	15
Northern Illinois University	81,782	478	17	67,700	114	8	75,700	195	19	98,300	169	18
Grand Valley State University	80,251	478	19	63,900	114	20	75,900	195	18	96,300	169	20
Mississippi State University	80,083	478	20	65,100	114	16	74,700	195	22	96,400	169	19
Florida A & M University	79,566	478	21	61,200	114	28	77,100	195	15	94,800	169	23
University of North Texas	79,412	478	22	59,700	114	37	73,700	195	24	99,300	169	17
Western Illinois University	77,812	478	24	60,700	114	33	73,700	195	23	94,100	169	25
Eastern Illinois University	77,735	478	25	64,300	114	19	73,400	195	25	91,800	169	30
Illinois State University	77,185	478	26	67,400	114	10	70,500	195	31	91,500	169	31
University of Nebraska-Omaha	77,016	478	27	64,900	114	18	75,100	195	21	87,400	169	36
California State University - Fresno	76,743	478	28	63,300	114	21	70,600	195	30	92,900	169	26
Indiana State University	76,312	478	29	63,200	114	22	69,600	195	34	92,900	169	27
<b>University of Northern Iowa</b>	<b>76,228</b>	<b>478</b>	<b>30</b>	<b>61,300</b>	<b>114</b>	<b>27</b>	<b>72,500</b>	<b>195</b>	<b>27</b>	<b>90,600</b>	<b>169</b>	<b>32</b>
University of Minnesota-Duluth	75,191	478	32	57,100	114	43	71,200	195	29	92,000	169	28
Northern Arizona University	75,147	478	33	57,600	114	41	68,200	195	40	95,000	169	22
Bowling Green State University-Main	74,468	478	34	58,000	114	40	68,900	195	36	92,000	169	29
SUNY College At Oswego	74,291	478	35	56,600	114	44	70,500	195	32	90,600	169	33
South Dakota State University	72,766	478	36	62,200	114	25	69,900	195	33	83,200	169	43
Ball State University	72,538	478	37	56,000	114	46	69,500	195	35	87,200	169	37
Radford University	71,031	478	39	60,500	114	34	68,200	195	39	81,400	169	46
Tennessee Technological University	71,016	478	40	56,300	114	45	68,800	195	37	83,500	169	42
The University of Montana-Missoula**	70,696	478	41	61,000	114	30	65,700	195	43	83,000	169	44
Georgia Southern University	70,112	478	42	60,800	114	32	66,900	195	42	80,100	169	47
Murray State University	69,267	478	44	55,000	114	50	65,100	195	45	83,700	169	41
University of Northern Colorado	69,167	478	45	53,600	114	51	64,200	195	47	85,400	169	38
Northern Michigan University	69,156	478	46	55,400	114	48	65,200	195	44	83,000	169	45
University of Wisconsin-Whitewater	68,342	478	47	62,400	114	24	64,400	195	46	76,900	169	49
University of Central Arkansas	66,952	478	48	56,000	114	47	63,000	195	49	78,900	169	48
University of Wisconsin-Oshkosh	64,893	478	49	58,200	114	39	61,000	195	50	73,900	169	50
University of Wisconsin-Eau Claire	64,150	478	50	59,100	114	38	60,300	195	51	72,000	169	51
University of Wisconsin-Stout	62,567	478	51	55,300	114	49	60,200	195	52	70,200	169	53
University of West Georgia	61,577	478	52	52,200	114	52	58,200	195	53	71,800	169	52
Montana State University-Bozeman	60,922	478	53	6,200	114	54	67,800	195	41	89,900	169	34
University of Wisconsin-Stevens Point	59,695	478	54	52,200	114	53	57,400	195	54	67,400	169	54
University of North Carolina-Charlotte***												
East Carolina University***												
University of North Carolina-Wilmington***												
Appalachian State University***												
Saint Cloud State University***												
Winona State University***												
<b>Mean</b>	<b>77,188</b>			<b>60,965</b>			<b>72,477</b>			<b>93,567</b>		

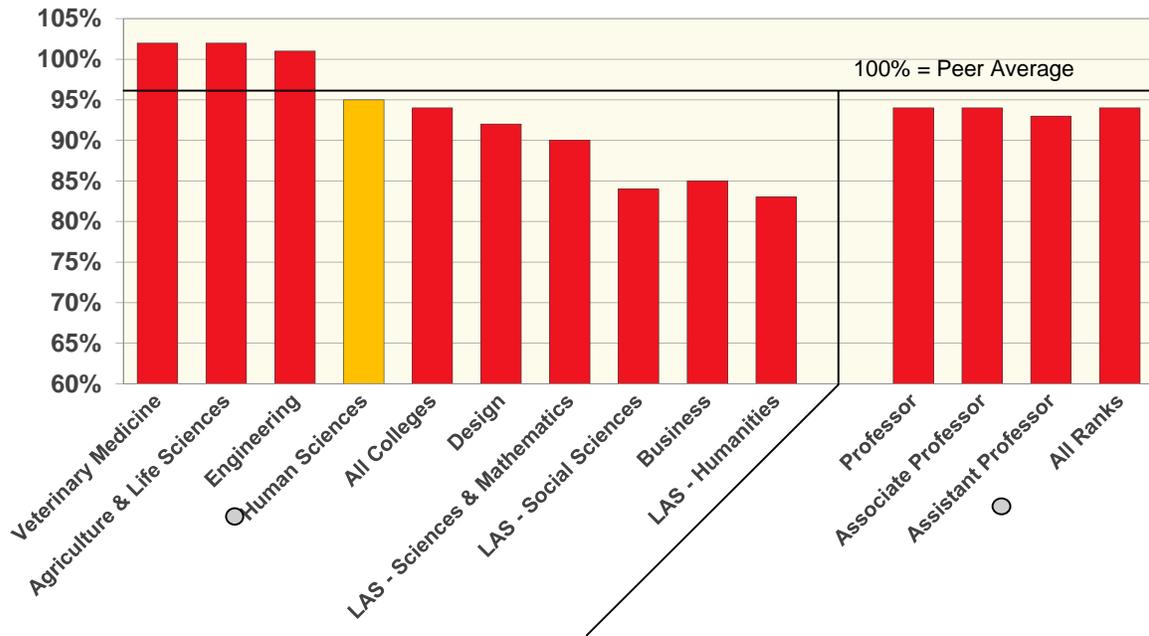
\*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.  
\*\*University of Montana-Missoula is usually referred to as "U Montana", which was used in this sheet.  
\*\*\*Institutions not in the report (University of North Carolina-Charlotte, East Carolina University, University of North Carolina-Wilmington, Appalachian State University, Saint Cloud State and Winona State University).  
Dollar amounts are denoted in thousands.  
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 2013.

**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 Salary as a Percent of Peer Average - FY 2013



<b>AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS</b>					
<b>FY 2010 - FY 2014</b>					
	<b>FY 2010</b>	<b>FY 2011</b>	<b>FY 2012</b>	<b>FY 2013</b>	<b>FY 2014</b>
<b>SUI PEER GROUP</b>					
Indiana University, Bloomington	0.00%	3.00%	1.50%	2.20%	2.50%
Ohio State University, Main Campus	2.50%	2.00%	2.00%	3.00%	2.00%
University of Arizona	0.00%	0.00%	0.00%	0.00%	3.00%
University of California, Los Angeles	1.78%	0.00%	4.78%	1.75%	3.50%
University of Illinois, Urbana	0.00%	2.50%	4.40%	2.50%	2.75%
<b>UNIVERSITY OF IOWA</b>	<b>0.00%</b>	<b>2.50%</b>	<b>3.13%</b>	<b>2.38%</b>	<b>2.10%</b>
University of Michigan, Ann Arbor	2.75%	n/a	n/a	n/a	n/a
University of Minnesota, Twin Cities	0.00%	2.00%	0.00%	2.50%	2.50%
University of North Carolina - Chapel Hill	0.00%	0.00%	0.00%	2.00%	1.00%
University of Texas, Austin	0.00%	n/a	2.60%	2.19%	n/a
University of Wisconsin, Madison	0.00%	0.00%	0.00%	0.00%	1.00%
<b>ISU PEER GROUP</b>					
<b>IOWA STATE UNIVERSITY</b>	<b>0.00%</b>	<b>1.90%</b>	<b>2.30%</b>	<b>2.40%</b>	<b>3.20%</b>
Michigan State University	2.00%	0.00%	2.00%	2.50%	2.75%
North Carolina State University	0.00%	0.00%	0.00%	1.80%	n/a
Ohio State University, Main Campus	2.50%	2.00%	2.00%	3.00%	2.00%
Purdue University, Main Campus	0.00%	0.00%	2.00%	2.30%	1.00%
Texas A&M	2.00%	0.00%	0.00%	n/a	n/a
University of Arizona	0.00%	0.00%	0.00%	0.00%	3.00%
University of California, Davis	1.78%	0.00%	4.78%	n/a	n/a
University of Illinois, Urbana	0.00%	2.50%	4.40%	2.50%	2.75%
University of Minnesota, Twin Cities	0.00%	2.00%	0.00%	2.50%	2.50%
University of Wisconsin, Madison	0.00%	0.00%	0.00%	0.00%	1.00%
<b>UNI PEER GROUP</b>					
California State University, Fresno	n/a	n/a	n/a	0.00%	n/a
Central Michigan University	3.00%	3.00%	n/a	1.25%	1.50%
Illinois State University	0.00%	2.50%	3.00%	0.00%	n/a
Indiana State University, Terre Haute	n/a	n/a	n/a	n/a	n/a
Northern Arizona University	0.00%	n/a	3.50%	0.00%	5.00%
Ohio University, Athens	0.00%	1.00%	3.90%	2.50%	2.00%
University of Minnesota, Duluth	n/a	n/a	2.00%	n/a	n/a
University of North Carolina, Greensboro	n/a	n/a	0.00%	1.20%	0.00%
University of North Texas	2.00%	0.00%	0.00%	3.00%	0.00%
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>0.00%</b>	<b>3.00%</b>	<b>2.90%</b>	<b>3.52%</b>	<b>2.00%</b>
University of Wisconsin, Eau Claire	0.00%	0.00%	0.00%	0.00%	1.00%

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, 2012-13  
AVERAGE FACULTY TOTAL COMPENSATION, 2012-13**

<b>COMPARISON GROUPS</b>	<b>Average Faculty Salary (all ranks)</b>	<b>Rank Average Salary</b>	<b>Benefits as % of Salary</b>	<b>Average Faculty Total Compensation (1)</b>	<b>Rank Total Compensation</b>
University of California, Los Angeles	142,303	1	34.50%	191,685	1
University of Michigan, Ann Arbor	122,688	2	23.80%	151,854	2
University of North Carolina, Chapel Hill	117,624	4	25.30%	147,345	3
University of Illinois, Urbana	113,100	5	29.50%	146,500	4
University of Minnesota, Twin Cities	107,400	7	36.30%	146,352	5
University of Texas, Austin	117,705	3	19.80%	140,975	6
Ohio State University, Main Campus	110,300	6	25.20%	138,200	7
Indiana University, Bloomington	106,245	8	26.00%	133,853	8
<b>UNIVERSITY OF IOWA</b>	<b>102,302</b>	<b>10</b>	<b>29.00%</b>	<b>131,946</b>	<b>9</b>
University of Wisconsin	102,800	9	26.20%	129,600	10
University of Arizona	97,700	11	29.60%	126,600	11
University of California, Davis	116,200	1	36.40%	158,500	1
University of Illinois, Urbana	113,100	2	29.50%	146,500	2
University of Minnesota, Twin Cities	107,400	4	36.30%	146,352	3
Ohio State University, Main Campus	110,300	3	25.20%	138,200	4
Michigan State University	101,500	7	33.30%	135,300	5
Purdue University, Main Campus	104,200	5	27.80%	133,200	6
University of Wisconsin	102,800	6	26.20%	129,600	7
North Carolina State University	99,800	9	26.90%	126,600	8
University of Arizona	97,700	11	29.60%	126,600	9
<b>IOWA STATE UNIVERSITY</b>	<b>97,800</b>	<b>10</b>	<b>29.20%</b>	<b>126,400</b>	<b>10</b>
Texas A & M	100,000	8	18.60%	118,600	11
Central Michigan University	85,400	1	35.00%	115,300	1
Indiana State University, Terre Haute	75,800	9	51.70%	115,100	2
Ohio University, Athens	83,700	3	33.30%	111,600	3
University of North Carolina, Greensboro	85,000	2	28.10%	108,800	4
University of Minnesota, Duluth	69,700	10	52.40%	106,200	5
California State University, Fresno	79,300	4	40.50%	105,700	6
Illinois State University	76,700	6	32.80%	101,900	7
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>76,200</b>	<b>7</b>	<b>30.30%</b>	<b>99,300</b>	<b>8</b>
Northern Arizona University	75,900	8	30.90%	99,300	8
University of North Texas	79,300	4	19.40%	94,600	10
University of Wisconsin, Eau Claire	63,900	11	34.70%	86,000	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 2013

(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, FY2013 (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	338,700	3,347	2	296,100	3,428	2	265,400	8,101	1	289,000	14,876	2
Northeast	349,300	3,884	1	315,600	4,789	1	256,200	10,798	2	289,400	19,471	1
West	317,000	2,756	4	275,800	2,423	3	235,900	4,215	4	270,000	9,394	3
South	317,100	3,589	3	273,400	4,189	4	238,900	9,339	3	263,700	17,117	4
University of Iowa	304,872	211	5	245,031	183	5	224,956	251	5	256,800	645	5
<b>Mean</b>	<b>\$331,200</b>			<b>\$292,100</b>			<b>\$250,700</b>			<b>\$278,800</b>		

## 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 2013.

### **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, 2012 TO JUNE 30, 2013

	<b>Eligible Employees</b>	<b>Number of Awards Presented</b>	<b>Dollar Range of Awards</b>	<b>Average Dollars Awarded</b>	<b>Total Dollars Awarded</b>
<b>Exceptional Performance Awards</b>	5,513	306	\$136-\$18,593	\$3,976	\$1,216,715
<b>Spot Awards</b>	5,513	440	\$50-\$75	\$74	\$52,650

	<b>Females*</b>	<b>Minorities*</b>
<b>Percentage of Exceptional Performance Awards</b>	69.3%	7.2%
<b>Percentage of Spot Awards</b>	50.2%	4.1%

**\*Note:** Females make up approximately 62% of eligible non-bargaining P&S staff members. Minorities comprise approximately 9.9% of eligible non-bargaining P&S staff members.

EXAMPLES OF SUI EXCEPTIONAL PERFORMANCE AWARDS

An employee was asked to help UI Printing operations review processes, improve quality control and review their pricing model. After first working successfully to better communicate the commitment to service of UI Printing on campus, the employee was asked to assume management of the Customer Service and Pre-press operations. As a result of the new responsibility to market UI Printing’s capabilities, the employee secured over \$1M in new revenue. Some of the additional revenue was generated by UIHC Hospital Appointment Notifications, Text and Cell phone Reminders, Diploma Printing, UI Bill Printing, Grad Student Poster Printing on Campus and UNI Business Card, Letterhead and Envelope Printing – with a dedicated UNI web order page. In addition to improving the quality of the product, pricing was adjusted to match actual effort and expenses, printing jobs were rebalanced between UI and outside vendors in an effort to reduce expenditures and improve operations. Due to this employee’s innovative actions, UI Printing is operating without being subsidized.

A team of Research Scientists needed to develop research protocols that were not previously performed in the laboratory, including glucose tolerance tests and mixed meal tolerance tests, insulin and glucagon secretions evaluation of newborn ferrets to study insulin secretion in isolated islets, and evaluate the histopathology in the pancreas. The primary purpose for developing these protocols and obtaining results was to evaluate the mechanism of diabetes in CF animals. Their work led to a recently accepted Journal of Clinical Investigation (JCI) manuscript on this research. There were many obstacles in the completion of the science that led to the current JCI manuscript. The research team demonstrated extraordinary dedication and perseverance to overcome these obstacles. As a result of this hard work a pivotal JCI manuscript was created and the development of the CF ferret model will be extremely useful for studying cystic fibrosis-related diabetes for many years to come.

An employee assumed the role of Iowa Newborn Screening Coordinator in November and quickly developed new initiatives, enhanced communication and improved relationships between stakeholders, and implemented innovative changes in the newborn screening program. The new initiatives included

an educational outreach program and new quality improvement activities. The educational outreach program for newborn screening was created to educate parents, primary care providers, and laypersons about newborn screening. This employee partnered with the midwife/program manager of the new "Pregnancy Centering" program at UIHC to provide newborn screening education to expectant parents enrolled in that program. Newborn Screening orientation sessions for newly hired NICU nurses at UIHC were also conducted. Now the program is active and meeting the goal of raising awareness for newborn screening and providing education to targeted audiences. This employee has developed and/or enhanced relationships with other organizations/health partners on behalf of the newborn screening program, including the Child Health Specialty Clinics (CHSC) in Iowa, and the Iowa Chapter of the American Academy of Pediatrics (IAAP). As a result of this work, plans are in development to improve referrals of babies to CHSC via local provider education. The Iowa Newborn Screening Program also performs the laboratory testing and provides short term follow up services for North Dakota and South Dakota. Both states have acknowledged the consistency and prompt turnaround of reports and lab results. This employee was invited to serve on the "Case Definitions and Quality Indicators in Newborn Screening" committee for the Association of Public Health Laboratories (APHL). APHL is the national organization that oversees newborn screening in the United States. As a result of participation on this committee, Iowa was chosen as one of 13 states to participate in the beta testing phase of new national standards for newborn screening case definitions (outcomes) and quality measurements.

The MORL Clinical Diagnostics Division (MORL CDS) offers genetic testing for deafness and specialized functional testing for rare kidney diseases. The MORL CDS is a CLIA certified, Joint Commission accredited laboratory. The MORL Clinical Diagnostics Division received over 3200 test requests in 2012 and has seen testing requests double since 2010, with the addition of the OtoSCOPE panel assay and rare renal disease functional testing assays. This employee is responsible for overseeing the clinical testing performed, ensuring compliance with CLIA and Joint Commission guidelines, and developing and validating new testing methodologies. In 2012, the MORL Clinical Diagnostics Services began offering a target sequence capture platform to test for genetic variants associated with non-syndromic hearing loss genes. This individual had a primary role in that transition, performing testing, optimizing wet bench workflow, implementing automation to improve the reporting workflow and data management for this multi-gene assay. This employee also provides continuing education opportunities for the MORL team members including training events for optimized data analysis and webinars to introduce new instrumentation and techniques.

Over the last three years, an employee led an extraordinarily complex, multi-step, high effort project to take advantage of a March 2010 determination from the IRS that has culminated with a FICA Medical Resident refund in excess of 40 million dollars. The University of Iowa share of the refund is in excess of 23 million dollars and the balance is the employee's share. This involved filing Medical Resident FICA refund claims on behalf of the University, identifying the population of employees who qualified for the claim, and creating the appropriate calculations to determine the amount of a claim. This individual worked with a committee and members of campus to determine which job codes and services qualified for the refund. In the spring of 2012, the University was advised that the IRS had reviewed our claim and but still had some questions that needed to be answered before the claim would be processed. At that time, this employee worked with the committee to explain and answer the IRS questions. In the fall of 2012, the University started receiving quarterly refund checks. The University of Iowa received two checks for each of the 40 quarters (80 checks). One check was for the employee share of the refund and one check for the employer share of the refund. Through the diligence and perseverance of this employee, the University of Iowa received a significant refund from IRS.

#### Summary:

The University of Iowa Flexible Pay Program has provided colleges and departments with a mechanism for rewarding exceptional performance outside of July 1<sup>st</sup> that does not increase base salaries on a continuing

basis. Timely monetary lump sum payments are given 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.

Five-year history of the awards program is shown below.

	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
<b>Exceptional Performance Awards</b>	367	117	280	345	306
<b>Spot Awards</b>	300	192	312	403	440

### **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, 2012 TO JUNE 30, 2013

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
<b>Exceptional Performance Awards</b>	2,644	53	\$500-\$8,200	\$1,554	\$147,549

	Females*	Minorities*
<b>Percentage of Exceptional Performance Awards</b>	68%	9%

**\*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.

ISU implemented the exceptional performance awards program in FY 2011. The history of awards given are below.

	FY 2011	FY 2012	FY 2013
<b>Exceptional Performance Awards</b>	33	28	53

#### EXAMPLES OF ISU EXTRA-MERITORIOUS PERFORMANCE AWARDS

Examples of recognized achievements:

- Two awards for providing outstanding support for the installation of the new ISU president.
- Exemplary promotion of the LEGO brick show at Reiman Gardens resulting in articles in Europe, Australia, and China.

- Acceptance of duties related to the Student and Scholar Health Insurance Plan in addition to assigned duties upon resignation of coordinator.
- Incumbent created a repository for data from 35 agricultural research sites, 5000 farmer surveys, and 200 farmer interviews.
- Incumbent played a lead role in the e-document process for the Kualu Financial Systems implementation.