Contact: Marcia Brunson and Diana Gonzalez (faculty resignations)

COMPREHENSIVE HUMAN RESOURCES REPORT

<u>Action Requested</u>: Receive the report.

Executive Summary: This report combines a number of individual annual governance reports: Regent Merit System, Fringe Benefits including sick and vacation leave, Salary, Faculty Resignations, Faculty Salary Comparisons, Retirement and Employee Awards Programs. Each component of the report is summarized below. More detail relating to these annual governance reports may be found in the complete Comprehensive Human Resources Report available as an attachment to this memorandum on the Board's website.

Regent Merit System - FY 2011

As of June 30, 2011, there were 6,976 employees in the Regent Merit System. Approximately 90% of these employees are in AFSCME bargaining units (Blue Collar, Security, Technical and Clerical). The remaining employees are either supervisory or designated as confidential as per the <u>lowa Code</u>, Chapter 20. Overall in the merit system about 7% of the employees are minority (7% at SUI, 5% at ISU; 8.8% at UNI; 10% at ISD and 4.8% at IBSSS). Approximately 56% (213) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 643 original entry appointments, 333 resignations, 215 retirements, 8 layoffs, and 32 dismissals for cause.

Overall, average FY 2011 salary for merit system employees at the five institutions was \$40,121.

In accordance with the administrative rules, 145 requests for classification review were filed. 140 of these requests resulted in reclassifications to different classifications -- 119 of those were to classifications in higher pay grades.

Sick and Vacation Leave – FY 2011

Permanent employees of the Board of Regents earn 1½ days of sick leave per month (lowa Code 70A.1[4]). Unused sick leave is carried forward each year. Upon retirement, an employee receives payment for the employee's sick leave balance, to a maximum of \$2,000. Regent university employees used 173,114 days of sick leave in FY 2011 at a cost of \$44.2 million. Average usage per university employee was 7.0 days. Average usage in FY 2010 was 7.4 days. Average usage for faculty was 2.0 days; P&S – 7.1 days; and Merit – 10.4 days. Total usage at the special schools was 2,556 days at a cost of \$619,604. The average usage was 10.7 days.

Employees in the Regent Merit System earn vacation leave based on years of service – 1st through 4th year – 2 weeks; 5th through 11th – 3 weeks; 12th through 19th – 4 weeks; 20th through 24th – 4.4 weeks; and 25th and beyond – 5 weeks (lowa Code 70A.1[2]). Full-time P&S staff and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

Full-time staff hired after July 1, 1999, in the SEIU bargaining unit at the University of Iowa accrue vacation on an increasing scale beginning with 120 hours in the first three years of employment to a maximum of 192 hours after six years of employment.

Average vacation use per university employee was 17.5 days in FY 2011. FY 2010 average was 17.7 days. Average usage at the special schools was 16.2 days.

In addition to vacation leave, state employees (including Regent employees) receive nine paid holidays plus two unscheduled days which are accrued as vacation.

Fringe Benefits – FY 2011

The Regent institutions spent \$506.1 million for insurance and retirement programs for faculty and staff during FY 2011. Institutional costs for fringe benefits as a percent of payroll were: SUI – 28.4%; ISU – 31.8%; UNI – 34.2%; ISD – 40.2%; and IBSSS – 44.7%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for the employer and 4.2% for the employee to a calendar year 2011 salary maximum of \$106,800. Medicare contribution is 1.45% on all salary.

Employees may elect to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 61 employees at ISU are covered by federal retirement. Approximately 23,323 employees participate in TIAA-CREF and 4,032 in IPERS. At the universities historically, the employer contribution to TIAA-CREF is 10%, and the employee contribution is 5% for employees with over five years of service. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 6.95% by the employer and 4.5% by the employee. These amounts will increase to 8.07% and 5.38% in FY 2011. In FY 2012, the institutions contributed \$119.4 million to TIAA-CREF and \$4.7 million to IPERS.

The institutions provide employees with life insurance, accidental death and dismemberment, and long term disability insurance.

Each university offers health and dental insurance programs for its faculty, P&S staff, and nonorganized merit staff. The AFSCME covered employees at the universities and all employees of the special schools participate in the state health and dental insurance programs. The total cost to the institutions to provide health insurance coverage to faculty and staff in FY 2011 was \$214.7 million which is an increase of approximately 9.0% from last year.

More detailed information about the fringe benefits programs at the five institutions may be found in the full report beginning on page 12. The full report is available as an attachment to this memo on the Board's website.

Retirement Report – FY 2011

In addition to regular retirement either through IPERS or TIAA-CREF, faculty and staff may retire by participating in the phased retirement program. The phased retirement program was first approved by the Board in 1982. With approval of the institutional administration, faculty and staff may request participation in phased retirement at age 57 with at least 15 years of service. Through the program, employees reduce their appointments to no greater than 65% and no less than 50%. A normal phasing period is five years; and during the first four years, the participant's salary reflects the actual time worked plus an additional 10% incentive. Benefits, except for FICA, IPERS and Federal Retirement, are paid as if the employee were fulltime. The current phased retirement program expires on June 30, 2012.

There were 51 new participants in phased retirement in FY 2011 with a total of 241 currently active. A total of 1,044 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$4.1 million. Approximately \$5.5 million was released through operation of the phased retirement program. These funds were used in a variety of ways at

the institutions with most going toward either replacement personnel or reallocations to fund other areas of need.

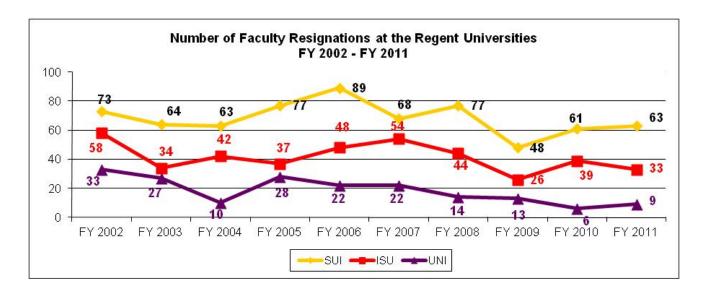
In April 2010 the Board approved a modified phased retirement program for lowa State University. The program was effective until April 29, 2011. Staff participating in the program had to commence phased retirement no later than January 1. 2012. The modified program required a phasing period of two years. There were 18 participants in the modified program. The cost of the incentives paid to participants was \$203,330, and the released funds available for reallocation amounted to \$285,179.

During FY 2011, 332 faculty and staff left the institutions through regular retirement.

Faculty Resignations Report – FY 2011

At the Regent universities, there were 105 faculty resignations in FY 2011, a decrease of 1 (-0.9%) from the prior year. At the special schools, there were two faculty resignations in FY 2011, a decrease of three (-60.0%) from the prior year.

- At the University of Iowa, the number of faculty resignations increased from 61 to 63 (+3.3%) between FY 2010 and FY 2011. During the past ten years, the average number of annual faculty resignations has been 68.3.
- At Iowa State University, the number of faculty resignations decreased from 39 to 33 (-15.4%) between FY 2010 and FY 2011. During the past ten years, the average number of annual faculty resignations has been 41.5.
- At the University of Northern Iowa, the number of faculty resignations increased from 6 to 9 (+50.0%) between FY 2010 and FY 2011. During the past ten years, the average number of annual faculty resignations has been 18.4.



- At the lowa School for the Deaf, the number of faculty resignations remained the same at 0 between FY 2010 and FY 2011.
- At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from five to two (-60.0%) between FY 2010 and FY 2011.

This annual report addresses the Board of Regents' Strategic Plan priority for "educational excellence and impact."

PAGE 4

The Regent universities obtained information about the faculty who resigned through a variety of efforts, including resignation surveys; exit interviews; satisfaction/climate assessment surveys; and payroll reports.

The number of faculty resignations at the Regent universities includes only those faculty members who were tenured, tenure-track, or clinical track.

Of those who resigned in FY 2011, 21 (20.0%) were professors, 25 (23.8%) were associate professors, 58 (55.2%) were assistant professors, and one (1.0%) was an instructor.

- Professors represent 41.9% of the population; associate professors represent 31.7% of the population; assistant professors represent 25.1% of the population; and instructors represent 1.3% of the population at the Regent universities¹.
- The number of professors who resigned in FY 2011 increased by five (+31.3%) from the prior year.

Of those who resigned in FY 2011, 38 (36.2%) were tenured, 47 (44.8%) were tenure-track, and 20 (19.0%) were clinical track.

- Tenured faculty members represent 67.2% of the population; tenure-track faculty members represent 19.7% of the population; and clinical track faculty members represent 13.1% of the population at the Regent universities¹.
- The number of tenured faculty members who resigned in FY 2011 increased by five (+15.2%) from the prior year.

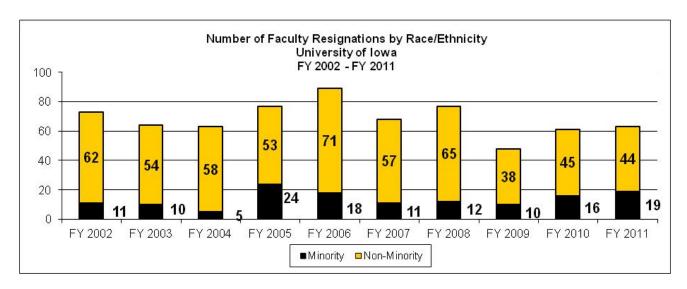
Of those who resigned in FY 2011, 59 (56.2%) were male and 46 (43.8%) were female.

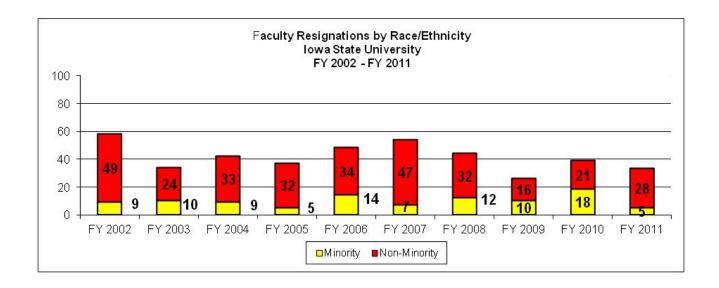
- Males represent 67.8% of the total population and females represent 32.2% of the total population at the Regent universities.
- There was an increase of three (+7.0%) of women who resigned in FY 2011 from the prior year.

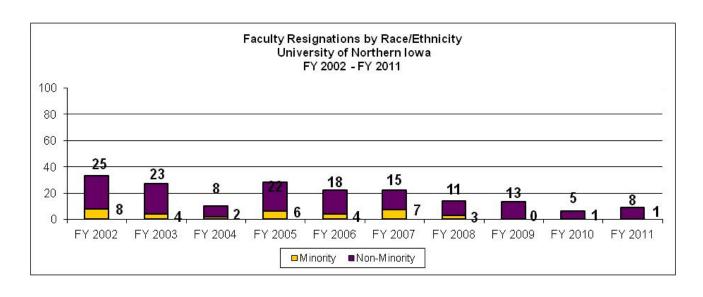
Of those who resigned in FY 2011, 25 (23.8%) were racial/ethnic minorities and 80 (76.2%) were non-minorities.

- Racial/ethnic minorities represent 17.9% of the population and non-minorities represent 82.1% of the population at the Regent universities.
- The number of racial/ethnic minorities who resigned in FY 2011 decreased by 10 (-28.6%) from the prior year.

¹ Source: Spring 2011 Faculty Tenure Report.







The following overrepresentation occurred among faculty resignees relative to each College's overall faculty numbers:

- At the University of Iowa, the Colleges of Business Administration, Dentistry, Education, Law, Medicine, and Pharmacy were overrepresented among faculty resignees relative to each College's overall faculty numbers.
- At Iowa State University, the Colleges of Design and Human Sciences were overrepresented among faculty resignees relative to the College's overall faculty numbers.
- At the University of Northern Iowa, the Colleges of Education, and Social and Behavioral Sciences were overrepresented among faculty resignees relative to each College's overall faculty numbers.

In FY 2011, the primary reason for resigning continues to be employment opportunities at other educational institutions (cited by 38.1% of those who left). The second most frequently identified reason for resigning (cited by 29.5% of those who left) was to accept another position. The third most frequently identified reason for resigning (cited by 27.6% of those who left) was for "personal" reasons. The fourth most common reason for resigning was to enter private practice (cited by 4.8% of those who left).

Attachment A provides a summary of the faculty resignations at the universities. More detailed information and tables are provided in the full report beginning on page 32. The full report is available on the Board of Regents website as an attachment to this memo.

Salary Report - FY 2012

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2012).

Average salary increases for faculty, P&S and merit staff for FY 2012 are as follows:

	Faculty	P&S	Merit**
SUI	3.1%	2.9%*	4.8%
ISU	2.3%	2.4%	4.9%
UNI***	3.5%	3.5%	4.3%
ISD	1.1%	0%	4.8%
IBSSS	2.8%	1.5%	5.2%

- Excludes SEIU; SEIU average increases was 2.93%
- ** Includes across-the-board increases of 2% on 7-1-11 and 1% on 1-1-11 and step
 - increases valued at 4.5% for eligible employees.
- *** Increase of 2.25% on 7/1/2011 and 1.25% on 1-1-12 equates to 2.9%

More detailed tables are provided in the full report beginning on page 50. The full report is available on the Board's website as an attachment to this memo.

Faculty Salary Comparisons

For many years, the universities have used Board-designated peer groups to make comparisons in several other areas such as tuition and fees, residence system rates, and salaries. Each peer group has 10 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 Attachment B)

In the SUI group, 6 of the 10 reporting institutions gave increases in FY 2012; in the ISU group, 6 of 11. Of the 8 reporting institutions in the UNI group, 5 gave faculty salary increases.

SUI ranks in 7^{th} place in its peer group (8^{th} last year); ISU -10^{th} (10^{th} last year); and UNI -8^{th} (7^{th} last year).

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). (See Attachment C and Attachment D).

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 Attachment E).

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.

Attachment F (SUI) and Attachment G (ISU) compare average salaries as a percent of the respective peer group averages.

Attachment H provides a comparison of average faculty salary increases within the peer groups for the past five years.

Attachment I provides a comparison of faculty total compensation within the peer groups.

Attachment J provides comparison data relating to the salaries in the University of Iowa College of Medicine.

Employee Award Programs -- FY 2011

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).

Rather than consider an extension of the pilot award program at the University of Iowa, the Board approved a revision to the Policy Manual to authorize such programs at the other institutions. The policy requires submission of a report each year on the operation of the program.

The University of Iowa has had a fully operational program since the initial pilot. Iowa State University implemented its extra-meritorious performance pay program in FY 2011.

The following table reflects the operation of the awards programs:

University of Iowa	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional	5,299	280	\$300 -	\$4,004	\$1,121,102
Performance Awards			\$18,000		
Spot Awards	5,299	312	\$25 - \$75	\$74	\$23,031

Iowa State University	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Extra-Meritorious	2,539	33	\$400 -	\$2,513	\$78,030
Performance Pay			\$8.240		

TOTAL FACULTY AND FACULTY RESIGNATIONS FY 2011 REGENT TOTAL

		Percent of Total	Number of	Percent of Total	Percent of Total
College	Faculty Number	Faculty	Resignations	Resignations	College Faculty
University of Iowa					
Business Administration	84	3.8%	3	4.8%	3.6%
Dentistry	95	4.4%	4	6.3%	4.2%
Education	97	4.4%	3	4.8%	3.1%
Engineering	80	3.7%	2	3.2%	2.5%
Graduate	15	0.7%	0	0.0%	0.0%
Law	42	1.9%	3	4.8%	7.1%
Liberal Arts and Sciences	635	29.1%	11	17.5%	1.7%
Medicine	944	43.3%	32	50.8%	3.4%
Nursing	58	2.7%	1	1.6%	1.7%
Pharmacy	63	2.9%	2	3.2%	3.2%
Public Health	69	3.2%	2	3.2%	2.9%
TOTAL	2182	100.0%	63	100.0%	2.9%
Iowa State University					
Agriculture and Life Sciences	272	20.85%	3	9.1%	1.1%
Business	72	5.5%	1	3.0%	1.4%
Design	82	6.3%	4	12.1%	4.9%
Engineering	183	14.0%	4	12.1%	2.2%
Human Science	110	8.4%	10	30.3%	9.1%
Liberal Arts and Sciences	448	34.2%	11	33.3%	2.5%
Library	31	2.4%	0	0.0%	0.0%
Veterinary Medicine	110	8.4%	0	0.0%	0.0%
TOTAL	1308	100.0%	33	100.0%	2.5%
University of Northern Iowa					
Business Administration	57	9.9%	0	0.0%	0.0%
Education	146	25.3%	3	33.3%	2.1%
Humanities, Arts and Sciences	247	42.7%	2	22.2%	0.8%
Social and Behavioral Sciences	111	19.2%	4	0.0%	0.0%
Library	17	2.9%	0	0.0%	0.0%
TOTAL	578	100.0%	9	99.9%	100.0%

REGENT INSTITUTIONS COMPARISON GROUPS AVERAGE FACULTY SALARIES, 2010-11 ESTIMATED FACULTY SALARY INCREASES, 2011-12

LOTHNATEDIA	COLTT SALAKT INCKLASI	T SALART INCREASES, 2011-12						
COMPARISON GROUPS	Average Faculty Salary 2010-11 (1)	Estimated Average Percent Increase 2011-12 (2)	Estimated Average Faculty Salary 2011 12					
University of California, Los Angeles	130,900	4.78%	137,200					
University of Michigan, Ann Arbor	117,300	n/a	117,300					
University of Texas, Austin	111,400	2.60%	114,300					
University of North Carolina, Chapel Hill	114,200	0.00%	114,200					
University of Illinois, Urbana	105,800	4.40%	110,500					
Ohio State University, Main Campus	105,500	2.00%	107,600					
UNIVERSITY OF IOWA	99,700	3.13%	102,800					
University of Minnesota, Twin Cities	100,400	0.00%	100,400					
University of Wisconsin	99,600	0.00%	99,600					
Indiana University, Bloomington	97,600	1.50%	99,100					
University of Arizona	95,600	0.00%	95,600					
University of California, Davis	107,800	4.78%	113,000					
University of Illinois, Urbana	105,800	4.40%	110,500					
Ohio State University, Main Campus	105,500	2.00%	107,600					
Purdue University, Main Campus	99,200	2.00%	101,200					
University of Minnesota, Twin Cities	100,400	0.00%	100,400					
Michigan State University	98,200	2.00%	100,200					
University of Wisconsin	99,600	0.00%	99,600					
Texas A & M	95,900	0.00%	95,900					
North Carolina State University	95,800	0.00%	95,800					
IOWA STATE UNIVERSITY	93,600	2.30%	95,800					
University of Arizona	95,600	0.00%	95,600					
University of North Texas	85,200	0.00%	85,200					
University of North Carolina, Greensboro	84,500	0.00%	84,500					
Ohio University, Athens	79,200	3.90%	82,300					
Central Michigan University	80,300	n/a	80,300					
California State University, Fresno	79,400	n/a	79,400					
Illinois State University	75,000	3.00%	77,300					
Northern Arizona University	74,300	3.50%	76,900					
UNIVERSITY OF NORTHERN IOWA (3)	73,200	2.90%	75,300					
University of Minnesota, Duluth	72,000	2.00%	73,500					
Indiana State University, Terre Haute	68,000	n/a	68,000					
University of Wisconsin, Eau Claire	63,300	0.00%	63,300					

^{(1) &}lt;u>Academe</u>, the Bulletin of the American Association of University Professors, Special Bulletin for 2010-11. 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 <u>Academe</u> guidelines. Average increases for lowa universities are actual increases.

⁽³⁾ Increases for UNI-United Faculty were 2.25% on 7/1/11 and 1.25% on 1/1/12 which equates to 2.9% for the year.

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	Average	Professor Average Sala		Associa	ne Pr	ofessor Salary	Assista	nt Pro	Salary	Average	Combine	Salary
nstitution	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking
Harvard	193,776	518	1	120,731	370	4	104,017	292	3	148,660	1,180	1
Stanford	188,410	518	4	126,762	370	1	103,362	292	4	148,034	1,180	2
Columbia	191,399	518	2	122,502	370	2	97,247	292	7	146,497	1,180	3
Chicago, Univ of	190,426	518	3	108,930	370	9	100,548	292	5	142,631	1,180	4
Princeton	185,960	518	5	120,806	370	3	90,752	292	12	141,971	1,180	5
Penn	175,119	518	7	112,503	370	6	106,804	292	2	138,580	1,180	6
Caltech	171,540	518	8	112,418	370	7	108,118	292	1	137,308	1,180	7
MIT	165,793	518	10	115,131	370	5	99,989	292	6	133,624	1,180	8
NYU	175,930	518	6	103,808	370	13	95,591	292	10	133,435	1,180	9
Northwestern	169,467	518	9	108,341	370	11	96,842	292	8	132,329	1,180	10
Cornell University - Endowe	157,837	518	13	109,349	370	8	96,455	292	9	127,444	1,180	11
Wash. Univ - St Louis	164,935	518	11	99,781	370	19	89,881	292	14	125,933	1,180	12
Duke	163,395	518	12	103,872	370	12	87,190	292	16	125,874	1,180	13
Rice Southern Cal	155,201	518 518	14 18	108,736 103,251	370 370	10 14	86,421 91,462	292 292	17 11	123,611	1,180	14 15
Emory	150,952 154,053	518	15	99,873	370	18	91,462 85,254	292	11	121,274 120,039	1,180 1,180	16
UCLA	153,494	518	16	100,384	370	17	83,695	292	21	119,569	1,180	17
JC Berkeley	148,691	518	20	100,364	370	15	88,362	292	15	118,947	1,180	18
Brown	150,697	518	19	96,830	370	20	80,920	292	25	116,539	1,180	19
Michigan	146,933	518	21	96,108	370	22	84,452	292	20	115,535	1,180	20
√anderbilt	151,297	518	17	96,232	370	21	74,607	292	40	115,053	1,180	21
Cornell University	139,248	518	25	100,620	370	16	89,998	292	13	114,949	1,180	22
Georgia Tech	140,354	518	24	93,994	370	25	85,764	292	18	112,309	1,180	23
North Carolina	143,344	518	22	93,120	370	26	81,140	292	24	112,203	1,180	24
Rutgers	141,359	518	23	95,922	370	23	78,253	292	32	111,496	1,180	25
Maryland	134,365	518	30	94,546	370	24	82,450	292	22	109,032	1,180	26
Texas	136,543	518	27	88,582	370	30	82,382	292	23	108,102	1,180	27
√irginia	136,547	518	26	91,755	370	28	76,329	292	37	107,600	1,180	28
SUNY-Buffalo	134,930	518	29	92,813	370	27	77,151	292	35	107,426	1,180	29
JC San Diego	135,945	518	28	88,337	370	32	80,861	292	26	107,386	1,180	30
Penn State	133,488	518	33	89,031	370	29	75,897	292	38	105,297	1,180	31
Illinois	133,509	518	32	84,821	370	41	80,316	292	27	105,080	1,180	32
Ohio State	131,548	518	37	87,673	370	33	79,445	292	29	104,897	1,180	33
Pittsburgh UC Irvine	132,849	518 518	34 36	88,372 84,747	370 370	31 42	72,169 78,370	292 292	47 31	103,887	1,180	34 35
Tulane	131,877 134,218	518	31	85,341	370	38	69,260	292	50	103,858 102,818	1,180 1,180	36
JC Santa Barbara	132,046	518	35	81,371	370	50	76,737	292	36	102,616	1,180	37
Case Western	129,078	518	38	84,504	370	43	74,346	292	42	101,557	1,180	38
Brandeis	123,906	518	41	86,505	370	36	79,544	292	28	101,201	1,180	39
Minnesota	123,223	518	42	85,065	370	39	78,532	292	30	100,199	1,180	40
lowa	126,253	518	39	84,102	370	44	72,491	292	46	99,732	1,180	41
Michigan State	125,217	518	40	87,010	370	35	69,102	292	51	99,351	1,180	42
Purdue	122,077	518	44	84,835	370	40	\$77,395	292	34	99,342	1,180	43
JC Davis	121,172	518	45	83,490	370	46	77,397	292	33	98,524	1,180	44
Colorado	118,628	518	48	86,499	370	37	74,426	292	41	97,616	1,180	45
ndiana	120,903	518	46	82,241	370	48	72,815	292	45	96,880	1,180	46
Texas A&M	118,926	518	47	81,897	370	49	73,664	292	43	96,115	1,180	47
Wisconsin	113,784	518	53	87,276	370	34	74,930	292	39	95,857	1,180	48
Florida	122,084	518	43	79,991	370	52	68,388	292	53	95,597	1,180	49
Syracuse	115,322	518	51	83,760	370	45	70,826	292	49	94,415	1,180	50
owa State	114,293	518	52	82,278	370	47	73,651	292	44	94,197	1,180	51
Arizona	117,487	518	50	80,572	370	51	68,380	292	54	93,760	1,180	52
Kansas	117,707	518	49	79,424	370	53	66,333	292	55	92,990	1,180	53
Nebraska	112,330	518	54	76,732	370	54	68,894	292	52	90,419	1,180	54
Oregon Missouri	104,915 111,070	518 518	56 55	75,548 73,527	370 370	55 56	72,046 60,883	292 292	48 56	87,573 86,879	1,180 1,180	55 56
MISSOUII	111,070	310	55	73,327	370	36	00,003	292	36	00,079	1,100	36
Mean	\$141,712			\$94,180			\$82,010			\$112,034		

	by A	cademic R	ank, AAU Pu		es and Relati ivate Institut		010		
AAUDE salaries, 2010	Profe	essor	Associate	Professor	Assistant 1	Professor	Three-	Professorial Combined	Ranks
	Average		Average		Average		Average		Salary
Institution	Salary	N	Salary	N	Salary	N	Salary	N	Rankin
Harvard	193,776	509	120,731	390	104,017	308	147,269	1,207	1
Stanford	188,410	509	126,762	390	103,362	308	146,788	1,207	2
Columbia	191,399	509	122,502	390	97,247	308	145,112	1,207	3
Chicago	190,426	509	108,930	390	100,548	308	141,158	1,207	4
Princeton	185,960	509	120,806	390	90,752	308	140,613	1,207	5
Penn	175,119	509	112,503	390	106,804	308	137,454	1,207	6
Cal Tech	171,540	509	112,418	390	108,118	308	136,253	1,207	7
MIT	165,793	509	115,131	390	99,989	308	132,632	1,207	8
New York Univ.	175,930	509	103,808	390	95,591	308	132,126	1,207	9
Northwestern	169,467	509	108,341	390	96,842	308	131,184	1,207	10
Yale *	177,100	509	103,800	390	87,500	308	130,552	1,207	11
Cornell - Endowed	157,837	509	109,349	390	96,455	308	126,506	1,207	12
Wash Univ - St. Louis	164,935	509	99,781	390	89,881	308	124,731	1,207	13
Duke	163,395	509	103,872	390	87,190	308	124,717	1,207	14
Rice	155,201	509	108,736	390	86,421	308	122,636	1,207	15
Southern Cal	150,952	509	103,251	390	91,462	308	120,358	1,207	16
Emory	154,053	509	99,873	390	85, 254	308	118,990	1,207	17
Cal - Los Angeles	153,654	509	100,612	390	84,027	308	118,748	1,207	18
Cal - Berkeley	149,079	509	101,513	390	88,381	308	118,221	1,207	19
Brown	150,697	509	96,830	390	80,920	308	115,486	1,207	20
Michigan	146,933	509	96,108	390	84,452	308	114,567	1,207	21
Carnegie Mellon *	138,900	509	97,400	390	95,900	308	114,518	1,207	22
Cornell - Contract (publ)	139,248	509	100,620	390	89,998	308	114,199	1,207	23
Vanderiblt	151,297	509	96,232	390	74,607	308	113,935	1,207	24
Rutgers	142,680	509	96,687	390	78,934	308	111,552	1,207	25
Georgia Tech	140,354	509	93,994	390	85,764	308	111,444	1,207	26
North Carolina	143,344	509	93,120	390	81,140	308	111,243	1,207	27
SUNY - Stony Brook *	138,600	509	99,600	390	78,600	308	110,688	1,207	28
Maryland	134,365	509	94,546	390	82,450	308	108,251	1,207	29
Texas	136,543	509	88,582	390	82,382	308	107,225	1,207	30
Rochester	129,723	509	91,604	390	89,401	308	107,117	1,207	31
Virginia	136,547	509	91,755	390	76,329	308	106,708	1,207	32
Cal - San Diego	136,320	509	88,391	390	80,876	308	106,685	1,207	33
SUNY - Buffalo	134,930	509	92,813	390	77,151	308	106,578	1,207	34
Penn State	133,488	509	89,031	390	75,897	308	104,427	1,207	35
Illinois	133,509	509	84,821	390	80,316	308	104,204	1,207	36
Ohio State	131,548	509	87,673	390	79,445	308	104,075	1,207	37
Cal - Irvine	131,993	509	84,874	390	78,443	308	103,103	1,207	38
Pittsburgh	132,849	509	88,372	390	72,169	308	102,994	1,207	39
Tulane	134,218	509	85,341	390	69,260	308	101,849	1,207	40
Cal - Santa Barbara	132,046	509	81,388	390	76,737	308	101,564	1,207	41
Case	129,078	509	84,504	390	74,346	308	100,709	1,207	42
Brandeis	123,906	509	86,505	390	79,544	308	100,501	1,207	43
Cal - Davis	123,781	509	84,708	390	78,734	308	99,661	1,207	44
Minnesota	123,223	509	85,065	390	78,532	308	99,490	1,207	45
lowa	126,253	509	84, 102	390	72,491	308	98,915	1,207	46
Purdue	122,077	509	84,835	390	77,395	308	98,641	1,207	47
Michigan State	125,217	509	87,010	390	69,102	308	98,552	1,207	48
Washington *	118,300	509	86,800	390	77,400	308	97,685	1,207	49
Colorado	118,628	509	86,499	390	74,426	308	96,967	1,207	50
Indiana	120,903	509	82,241	390	72.815	308	96,140	1,207	51
Texas A&M	118,926	509	81,897	390	73,664	308	95,412	1,207	52
	LINE REPORT OF THE	12/20/20	100000000000000000000000000000000000000	1200		27.000		(6) (6) (2) (2) (2) (2) (3) (4)	100
VVisconsin Florida	113,784	509 509	87,276 79,991	390	74,930 68,388	308	95,304 94,781	1,207	53 54
Syracuse	115,322	509	83,760	390	70,826	308	93,770	1,207	55
owa State	114,293	509	82,278	390	73,651	308	93,577	1,207	56
Arizona		509	\$80,572	390			\$93,028		57
	\$117,487		A		\$68,380	308		1,207	58
Kansas	117,707	509	79,424	390	66,333	308	92,228	1,207	
Nebraska	112,330	509	76,732	390	68,894	308	89,744	1,207	59
Oregon	104,915	509	75,548	390	72,046	308	87,039	1,207	60
Missouri	111,070	509	73,527	390	60,883	308	86,133	1,207	61
Johns Hopkins *	440 400	F00	00.000	000	7.044	000	77.007	4.007	
North Carolina State**	116,100	509	83,900	390	7,044	308	77,867	1,207	
institutions included, n =	\$141,696		\$94,357		\$82,357		\$111,258		
	= 3 14 1 DMD								
Mean	V 1,000		354,337		402,007		\$111,230		

Note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11 factor,

unless specified otherwise by the reporting institution.

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

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

	ge Facult	•	•	s as listed		•							
			Peers Adju	isted to UNI	Rank Di	stribution							
	Three Ra	nks C	om bine d	Assist	ant Pro	fessor	Associ	ate Pro	fessor	Р	Professor		
	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary	
University	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	
University of New Hampshire	95,774	484	1	75,700	117	1	89,500	196	1	116,700	171	3	
University of California - Riverside	94,195	484	2	71,800	117	2	80,600	196	8	125,100	171	1	
University of Alabama	92,455	484	3	64,000	117	15	84,100	196	4	121,500	171	2	
University of North Carolina-Charlotte	89,420	484	4	69,000	117	4	81,300	196	7	112,700	171	4	
West Chester University of Pennsylvania	88,256	484	5	69,700	117	3	84,900	196	3	104,800	171	11	
Indiana University of Pennsylvania-Main	88,105	484	6	64,600	117	10	86,000	196	2	106,600	171	7	
Bloomsburg University of Pennsylvania	86,448	484	7	65,300	117	9	82,800	196	5	105,100	171	10	
University of North Texas	86,298	484	8	65,400	117	8	80,100	196	9	107,700	171	6	
University of North Carolina-Greensboro	85,453	484	9	64,300	117	12	77,100	196	11	109,500	171	5	
Kutztow n University of Pennsylvania	85,439	484	10	62,900	117	16	82,700	196	6	104,000	171	12	
Kent State University-Main	85,011	484	11	66,500	117	6	77,400	196	10	106,400	171	8	
University of Mississippi-Main	83,975	484	12	64,200	117	14	77,000	196	12	105,500	171	9	
West Virginia University	81,410	484	13	60,800	117	26	75,400	196	15	102,400	171	13	
North Dakota State University-Main	80,980	484	14	67,600	117	5	75,600	196	14	96,300	171	16	
Ohio University	80,919	484	15	62,300	117	18	74,600	196	18	100,900	171	14	
East Carolina University	80,310	484	16	66,400	117	7	75,100	196	16	95,800	171	18	
Central Michigan University	79,980	484	17	61,400	117	24	75,000	196	17	98,400	171	15	
California State University - Fresno	78,283	484	18	62,100	117	21	72,400	196	22	96,100	171	17	
University of North Carolina-Wilmington	77,782	484	19	60,900	117	25	73,100	196	20	94,700	171	20	
Oakland University	77,186	484	20	59,900	117	29	71,700	196	24	95,300	171	19	
University of Minnesota-Duluth	76,560	484	21	57,700	117	35	73,300	196	19	93,200	171	22	
University of Nebraska-Omaha	76,469	484	22	62,200	117	19	75,800	196	13	87,000	171	32	
Northern Illinois University	76,360	484	23	64,300	117	13	70,000	196	31	91,900	171	24	
Bow ling Green State University-Main	75,954	484	24	57,900	117	31	70,900	196	27	94,100	171	21	
Mississippi State University	75,767	484	25	61,700	117	23	70,700	196	29	91,200	171	26	
Illinois State University	75,442	484	26	64,500	117	11	68,400	196	34	91,000	171	27	
Appalachian State University	75,223	484	27	59,900	117	28	72,000	196	23	89,400	171	28	
Florida A & M University	75,099	484	28	62,100	117	20	73,000	196	21	86,400	171	34	
Western Illinois University	75,063	484	29	57,700	117	36	71,000	196	26	91,600	171	25	
Eastern Illinois University	74,500	484	30	62,700	117	17	70,900	196	28	86,700	171	33	
SUNY College At Osw ego	74,068	484	31	57,800	117	34	71,100	196	25	88,600	171	29	
Northern Arizona University	74,058	484	32	57,900	117	32	67,700	196	36	92,400	171	23	
University of Northern Iowa	73,189	484	33	55,900	117	43	70,500	196	30	88,100	171	31	
Saint Cloud State University	72,506	484	34	62,000	117	22	68,400	196	35	84,400	171	35	
Grand Valley State University	72,353	484	35	55,500	117	45	68,500	196	32	88,300	171	30	
Georgia Southern University	70,594	484	36	58,600	117	30	68,500	196	33	81,200	171	42	
Winona State University	69,466	484	37	57,300	117	37	63,700	196	41	84,400	171	36	
Northern Michigan University	69,301	484	38	55,100	117	46	66,000	196	37	82,800	171	39	
Ball State University	68,885	484	39	53,300	117	49	65,000	196	39	84,000	171	37	
Montana State University-Bozeman	68,732	484	40	57,000	117	39	63,200	196	45	83,100	171	38	
Indiana State University	68,701	484	41	57,100	117	38	63,500	196	43	82,600	171	40	
South Dakota State University	68,058	484	42	57,900	117	33	65,100	196	38	78,400	171	46	
University of Wisconsin-Whitewater	67,151	484	43	60,000	117	27	63,700	196	42	76,000	171	50	
Radford University	67,122	484	44	56,700	117	41	64,900	196	40	76,800	171	49	
The University of Montana-Missoula**	66,948	484	45	55,800	117	44	63,000	196	46	79,100	171	44	
Murray State University	66,850	484	46	52,700	117	51	63,300	196	44	80,600	171	43	
University of West Georgia	66,669	484	47	51,500	117	53	62,000	196	48	82,400	171	41	
University of Wisconsin-Oshkosh	66,029	484	48	56,800	117	40	61,800	204	49	74,300	171	51	
University of Central Arkansas	65,568	484	49	54,900	117	47	61,700	196	50	77,300	171	48	
University of Northern Colorado	65,535	484	50	51,400	117	54	62,400	196	47	78,800	171	45	
Tennessee Technological University	64,662	484	51	51,700	117	52	61,200	196	51	77,500	171	47	
University of Wisconsin-Eau Claire	63,784	484	52	56,000	117	42	61,000	196	52	72,300	171	52	
University of Wisconsin-Stout	62,341	484	53	54,200	117	48	58,600	196	53	72,200	171	53	
University of Wisconsin-Stevens Point	60,842	484	54	53,200	117	50	58,200	196	54	69,100	171	54	

Me an
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 \$91,531

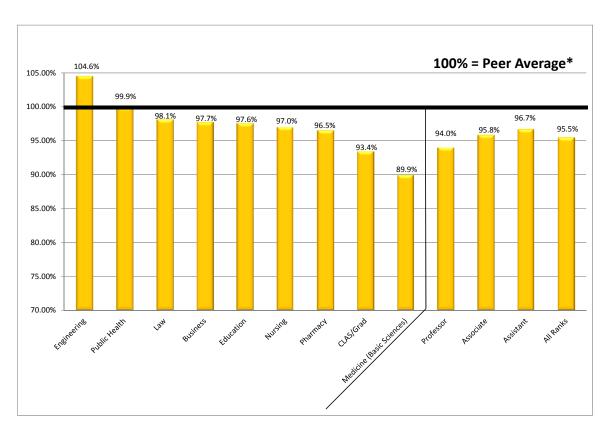
 *Peer institutions from the report titled A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities , Education Trust, May 2004.
 Away 2004.

Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100. Data not available for the following peer institution: Stephen F Austin State University

Data Source: ACADEME, AAUP, March-April 2011.

^{**}University of Montana-Missoula was not in the report, just used "U Montana" instead.

UNIVERSITY OF IOWA FACULTY SALARY AS A PERCENT OF PEER AVERAGE FY 2010

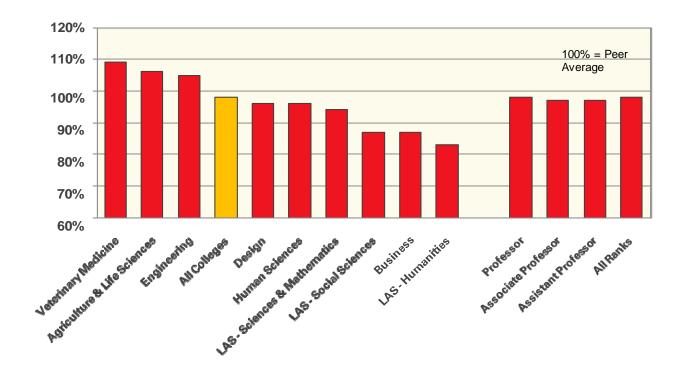


^{*}Percentiles by rank do not include the College of Dentistry

Source: Association of American Universities Data Exchange -- AAUDE

^{*}Peer averages are adjusted to lowa rank distribution, with the exception of the College of Law

IOWA STATE UNIVERSTY Faculty Salary as a Percent of Peer Average FY 2011



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS FY 2008 - FY 2012 FY 2008 | FY 2009 FY 2010 FY 2011 FY 2012 **SUI PEER GROUP** Indiana University, Bloomington 4.90% 0.00% 3.00% 4.75% 1.50% Ohio State University, Main Campus 4.00% 3.50% 2.50% 2.00% 2.00% University of Arizona 5.40% 0.00% 0.00% 0.00% 0.00% University of California, Los Angeles 5.70% 1.78% 1.78% 0.00% 4.78% University of Illinois, Urbana 4.00% 2.50% 0.00% 2.50% 4.40% **UNIVERSITY OF IOWA** 6.96% 3.13% 4.09% 0.00% 2.50% University of Michigan, Ann Arbor 4.50% 3.75% 2.75% n/a n/a University of Minnesota, Twin Cities 6.30% 3.25% 0.00% 2.00% 0.00% University of North Carolina - Chapel Hill 5.00% 3.00% 0.00% 0.00% 0.00% University of Texas, Austin 4.37% 4.50% 0.00% n/a 2.60% University of Wisconsin, Madison 2.00% 3.02% 0.00% 0.00% 0.00% **ISU PEER GROUP** 5.46% 0.00% 1.90% 2.30% **IOWA STATE UNIVERSITY** 6.00% Michigan State University 3.50% 3.00% 2.00% 0.00% 2.00% North Carolina State University 5.00% 3.00% 0.00% 0.00% 0.00% 3.50% 2.50% 2.00% Ohio State University, Main Campus 4.00% 2.00% Purdue Univesity, Main Campus 4.10% 4.00% 0.00% 0.00% 2.00% Texas A&M 4.50% 3.00% 2.00% 0.00% 0.00% University of Arizona 5.40% 0.00% 0.00% 0.00% 0.00% University of California, Davis 5.70% 1.78% 1.78% 0.00% 4.78% 4.00% 0.00% 2.50% 4.40% University of Illinois, Urbana 2.50% University of Minnesota, Twin Cities 6.30% 3.25% 0.00% 2.00% 0.00% University of Wisconsin, Madison 2.00% 3.02% 0.00% 0.00% 0.00% **UNI PEER GROUP** California State University, Fresno n/a n/a n/a n/a n/a 3.50% 3.00% 3.00% Central Michigan University n/a n/a 3.00% 0.00% 2.50% 3.00% Illinois State University 3.00% Indiana State University, Terre Haute 3.00% 3.50% n/a n/a n/a Northern Arizona Univesity 5.00% 0.00% 0.00% 3.50% n/a 3.00% 3.00% 0.00% 1.00% 3.90% Ohio University, Athens University of Minnsota, Duluth 3.00% 3.00% n/a n/a 2.00% 7.00% 3.70% 0.00% University of North Carolina, Greensboro n/a n/a University of North Texas 4.00% 4.00% 2.00% 0.00% 0.00% UNIVERSITY OF NORTHERN IOWA 3.00% 4.00% 0.00% 3.00% 2.90% University of Wisconsin, Eau Claire 1.00% 0.00% 0.00% 0.00% n/a

REGENT INSTITUTIONS COMPARISON GROUPS AVERAGE FACULTY SALARIES, 2010-11 AVERAGE FACULTY TOTAL COMPENSATION, 2010-11

COMPARISON GROUPS Average Faculty Salary (all ranks) Rank Average Salary Benefits as % of Salary Average Faculty Total Compensation (1) University of California, Los Angeles 131,100 1 33.30% 174,800 University of Michigan, Ann Arbor 117,300 2 24.30% 145,800 University of North Carolina, Chapel Hill 114,200 3 23.70% 141,300 University of Minnesota, Twin Cities 100,400 7 37.10% 137,600 University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	Rank Total Compensation 1 2 3 4
COMPARISON GROUPS Salary (all ranks) Salary % of Salary (1) University of California, Los Angeles 131,100 1 33.30% 174,800 University of Michigan, Ann Arbor 117,300 2 24.30% 145,800 University of North Carolina, Chapel Hill 114,200 3 23.70% 141,300 University of Minnesota, Twin Cities 100,400 7 37.10% 137,600 University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	Compensation 1 2 3 4
University of California, Los Angeles 131,100 1 33.30% 174,800 University of Michigan, Ann Arbor 117,300 2 24.30% 145,800 University of North Carolina, Chapel Hill 114,200 3 23.70% 141,300 University of Minnesota, Twin Cities 100,400 7 37.10% 137,600 University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	1 2 3 4
University of Michigan, Ann Arbor 117,300 2 24.30% 145,800 University of North Carolina, Chapel Hill 114,200 3 23.70% 141,300 University of Minnesota, Twin Cities 100,400 7 37.10% 137,600 University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	2 3 4
University of North Carolina, Chapel Hill 114,200 3 23.70% 141,300 University of Minnesota, Twin Cities 100,400 7 37.10% 137,600 University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	3 4
University of Minnesota, Twin Cities 100,400 7 37.10% 137,600 University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	4
University of Texas, Austin 111,300 4 21.30% 135,000 University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	
University of Wisconsin 99,600 9 33.70% 133,200 University of Illinois, Urbana 105,800 5 25.40% 132,700	
University of Illinois, Urbana 105,800 5 25.40% 132,700	5
	6
	7
Ohio State University, Main Campus 105,500 6 24.20% 131,000	8
UNIVERSITY OF IOWA 99,700 8 26.10% 125,700	9
Indiana University, Bloomington 97,600 10 28.70% 125,600	10
University of Arizona 95,600 11 29.10% 123,400	11
University of California, Davis 107,800 1 34.90% 145,500	1
University of Minnesota, Twin Cities 100,400 4 37.10% 137,600	2
University of Wisconsin 99,600 5 33.70% 133,200	3
University of Illinois, Urbana 105,800 2 25.40% 132,700	5
Ohio State University, Main Campus 105,500 3 24.20% 131,000	5
Michigan State University 98,200 7 32.90% 130,600	6
Purdue University, Main Campus 99,200 6 27.40% 126,300	7
University of Arizona 95,600 10 29.10% 123,400	8
IOWA STATE UNIVERSITY 93,600 11 29.70% 121,300	9
North Carolina State University 95,800 9 25.90% 120,300	10
Texas A & M 95,900 8 18.80% 113,900	11
Central Michigan University 80,300 3 36.80% 109,500	1
University of North Carolina, Greensboro 84,500 2 27.40% 107,000	2
Ohio University, Athens 79,200 5 31.90% 104,600	3
California State University, Fresno 79,400 4 32.20% 104,300	4
University of Minnesota, Duluth 72,000 9 46.10% 104,100	5
University of North Texas 85,200 1 17.00% 99,400	6
Northern Arizona University 74,300 7 32.70% 98,100	7
UNIVERSITY OF NORTHERN IOWA 73,200 8 33.20% 97,400	8
Illinois State University 75,000 6 29.40% 96,700	9
Indiana State University, Terre Haute 68,000 10 32.40% 90,600	10
University of Wisconsin, Eau Claire 63,300 11 44.30% 90,300	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 2011

⁽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, FY2011 (MD or equivalent degree holders) University of Iowa and All AAMC Public and Private Medical Schools by Regional Group

	Р	rofesso	r	Assoc	iate Pro	fessor	Assist	ant Prof	essor	Three Ra	anks Co	mbined
	Average	SUI	Salary	Average	SUI	Salary	Average	SUI	Salary	Average	SUI	Salary
Institution	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking
Midwest	316,700	3,247	2	282,300	3,428	2	246,300	7,023	1	272,000	13,698	2
Northeast	325,700	3,675	1	298,600	4,569	1	243,700	9,997	2	274,000	18,241	1
West	298,900	2,717	4	254,500	2,265	4	216,400	3,816	4	251,700	8,798	3
South	299,800	3,619	3	255,400	4,034	3	221,200	8,392	3	247,500	16,045	4
University of Iowa	289,700	209	5	224,900	158	5	202,500	246	5	238,000	613	5
Mean	\$310,600			\$275,000			\$234,000			\$262,300		

 $^{^{\}star} \ \ \text{Midwest}, Northeastern \ Region, South, and West include FY2010 benchmark salary averages inflated by 3\% \\$