

Contact: Marcia Brunson and
Diana Gonzalez (faculty resignations)

COMPREHENSIVE HUMAN RESOURCES REPORT

Action Requested: 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 Iowa Code, 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 (Iowa 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 (Iowa 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.

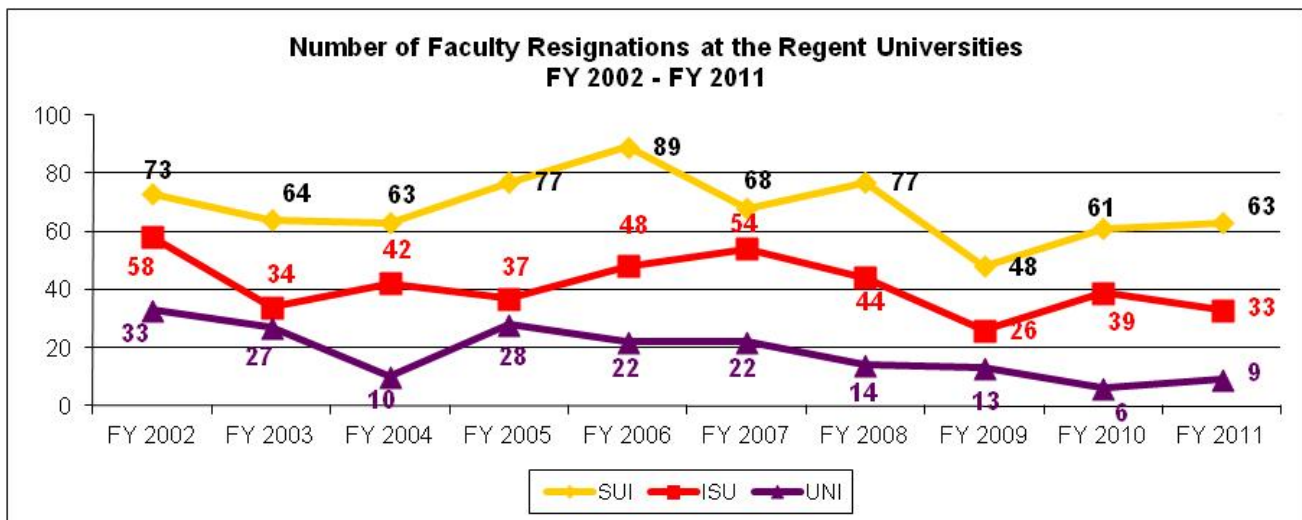
In April 2010 the Board approved a modified phased retirement program for Iowa State University. The program was effective until April 29, 2011. Staff participating in the program had to commence phased retirement no later than January 1, 2012. The modified program required a phasing period of two years. 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 9 to 10 (+11.1%) between FY 2010 and FY 2011. During the past ten years, the average number of annual faculty resignations has been 18.4.



- At the Iowa 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."

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.

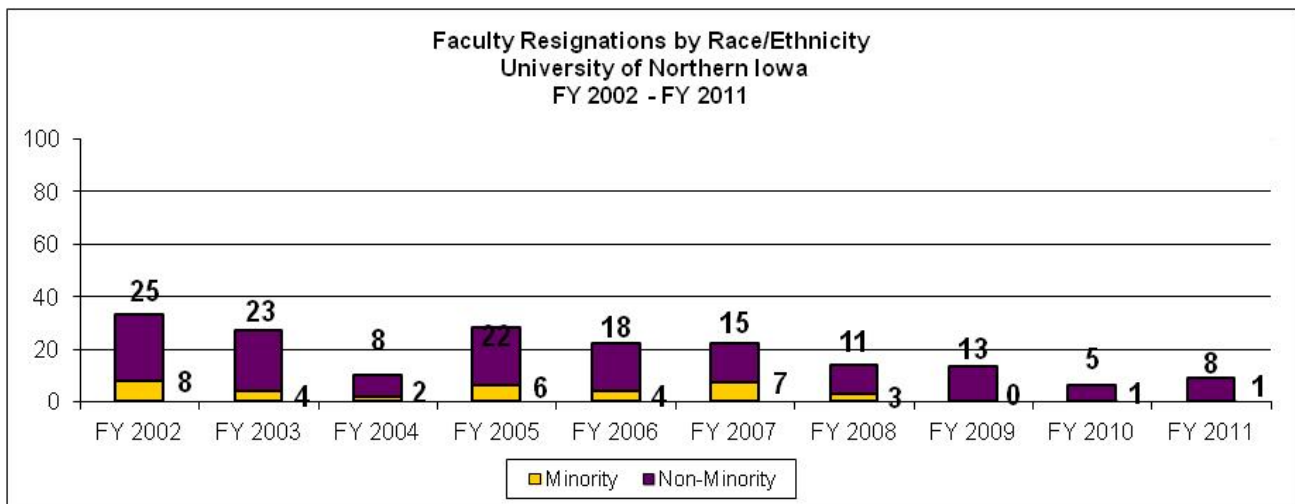
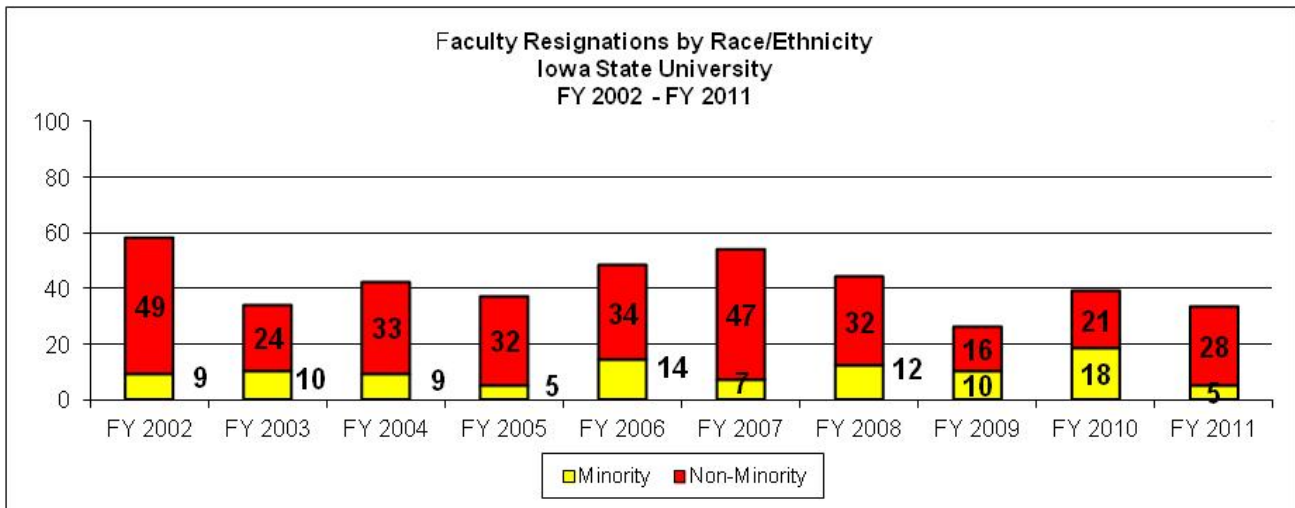
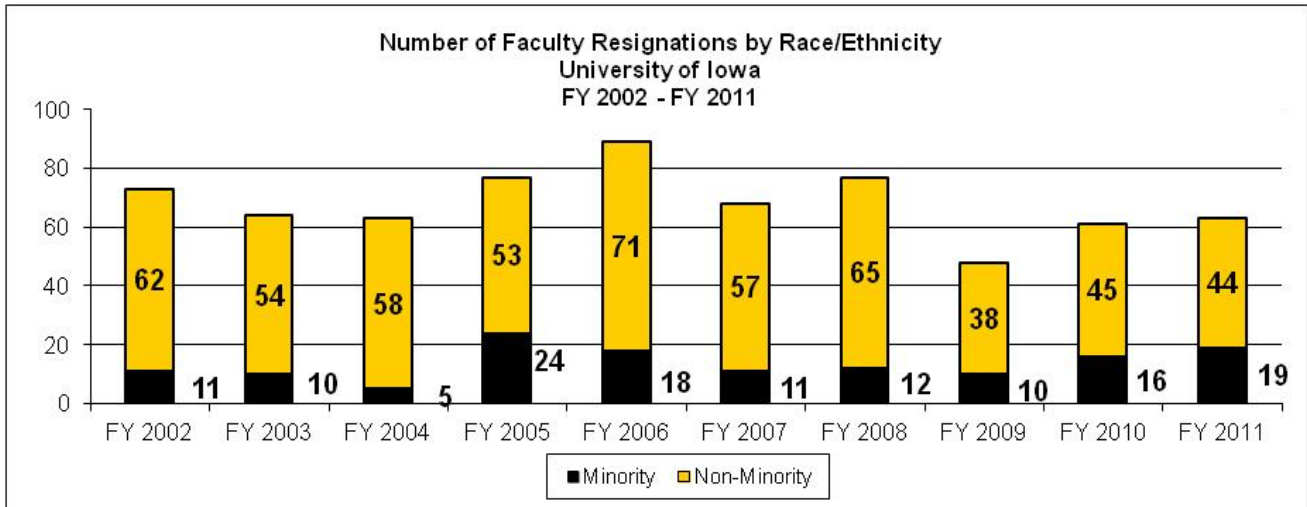
Of those who resigned in FY 2011, 59 (56.2%) were male and 46 (43.8%) were female.

- 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 7th place in its peer group (8th last year); ISU – 10th (10th last year); and UNI – 8th (7th 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 Performance Awards	5,299	280	\$300 - \$18,000	\$4,004	\$1,121,102
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 Performance Pay	2,539	33	\$400 - \$8.240	\$2,513	\$78,030

**TOTAL FACULTY AND FACULTY RESIGNATIONS
FY 2011
REGENT TOTAL**

College	Faculty Number	Percent of Total Faculty	Number of Resignations	Percent of Total Resignations	Percent of Total 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

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) Academe, 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 Academe guidelines. Average increases for Iowa 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.

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2010 (Adjusted to SUI Rank Distribution)												
	Professor			Associate Professor			Assistant Professor			Three-Professorial-Ranks Combined		
	Average		Salary	Average		Salary	Average		Salary	Average		Salary
Institution	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 - Endow	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	155,201	518	14	108,736	370	10	86,421	292	17	123,611	1,180	14
Southern Cal	150,952	518	18	103,251	370	14	91,462	292	11	121,274	1,180	15
Emory	154,053	518	15	99,873	370	18	85,254	292	19	120,039	1,180	16
UCLA	153,494	518	16	100,384	370	17	83,695	292	21	119,569	1,180	17
UC Berkeley	148,691	518	20	101,443	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
Vanderbilt	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
Virginia	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
UC 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	132,849	518	34	88,372	370	31	72,169	292	47	103,887	1,180	34
UC Irvine	131,877	518	36	84,747	370	42	78,370	292	31	103,858	1,180	35
Tulane	134,218	518	31	85,341	370	38	69,260	292	50	102,818	1,180	36
UC Santa Barbara	132,046	518	35	81,371	370	50	76,737	292	36	102,470	1,180	37
Case Western	129,078	518	38	84,504	370	43	74,346	292	42	101,557	1,180	38
Brandeis	123,966	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
Iowa	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
UC 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
Indiana	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
Iowa 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	104,915	518	56	75,548	370	55	72,046	292	48	87,573	1,180	55
Missouri	111,070	518	55	73,527	370	56	60,883	292	56	86,879	1,180	56
Mean	\$141,712			\$94,180			\$82,010			\$112,034		
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).												

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 AUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).

AGENDA ITEM 8h
ATTACHMENT E
PAGE 13

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

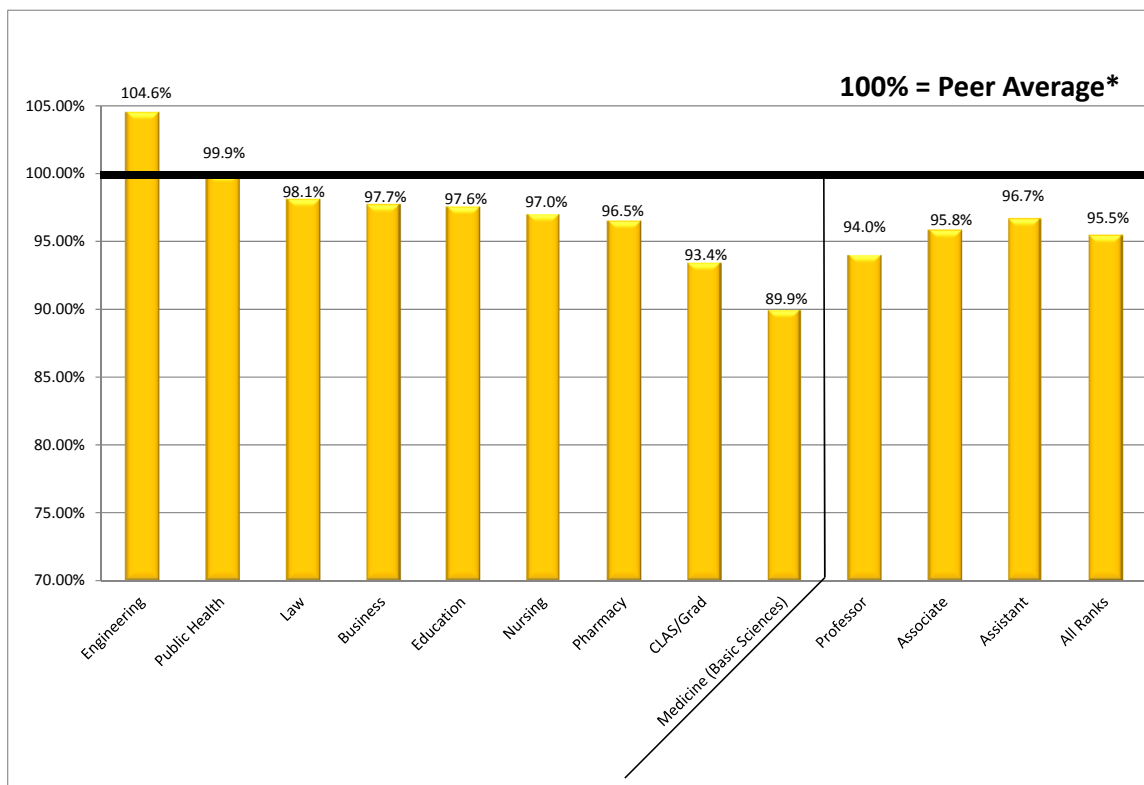
**University of Montana-Missoula was not in the report, just used "U Montana" instead.

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 IOWA
FACULTY SALARY AS A PERCENT OF PEER AVERAGE
FY 2010

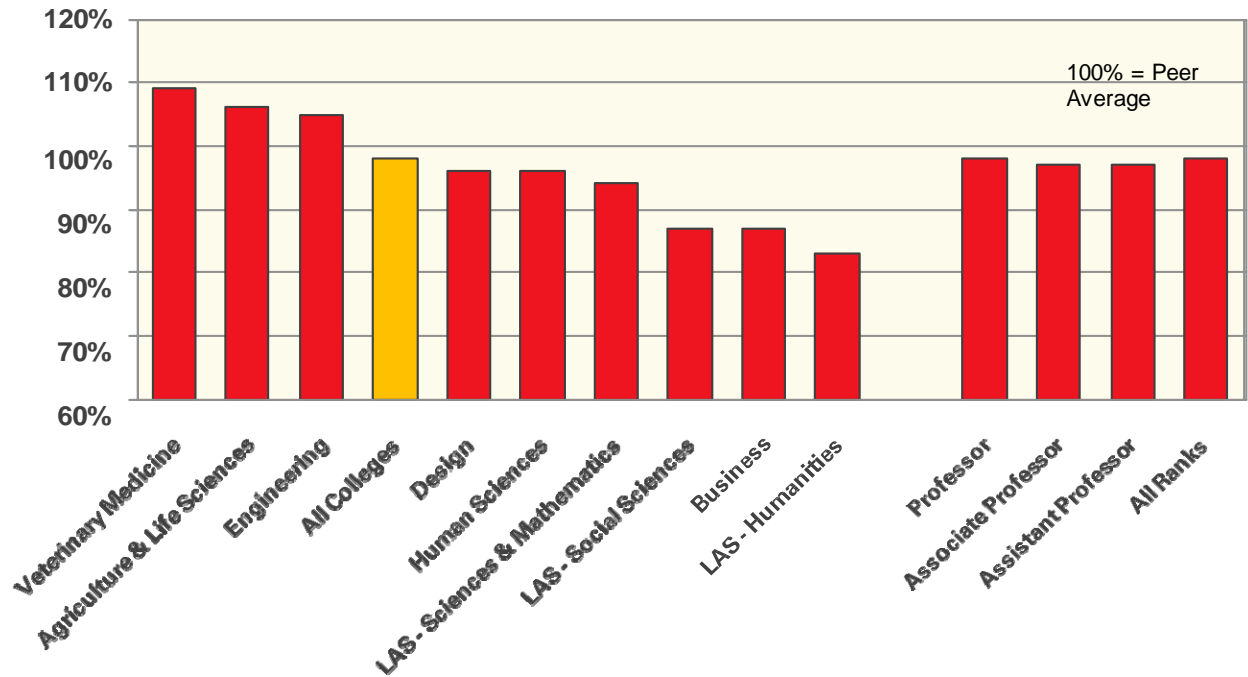


*Percentiles by rank do not include the College of Dentistry

*Peer averages are adjusted to Iowa rank distribution, with the exception of the College of Law

Source: Association of American Universities Data Exchange -- AAUDE

IOWA STATE UNIVERSITY
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	4.75%	4.90%	0.00%	3.00%	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%	4.09%	0.00%	2.50%	3.13%
University of Michigan, Ann Arbor	3.75%	4.50%	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					
IOWA STATE UNIVERSITY	6.00%	5.46%	0.00%	1.90%	2.30%
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%
Ohio State University, Main Campus	4.00%	3.50%	2.50%	2.00%	2.00%
Purdue University, 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%
University of Illinois, Urbana	4.00%	2.50%	0.00%	2.50%	4.40%
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
Central Michigan University	3.50%	n/a	3.00%	3.00%	n/a
Illinois State University	3.00%	3.00%	0.00%	2.50%	3.00%
Indiana State University, Terre Haute	3.00%	3.50%	n/a	n/a	n/a
Northern Arizona University	5.00%	0.00%	0.00%	n/a	3.50%
Ohio University, Athens	3.00%	3.00%	0.00%	1.00%	3.90%
University of Minnesota, Duluth	3.00%	3.00%	n/a	n/a	2.00%
University of North Carolina, Greensboro	7.00%	3.70%	n/a	n/a	0.00%
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	n/a	1.00%	0.00%	0.00%	0.00%

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)	Rank Total Compensation
University of California, Los Angeles	131,100	1	33.30%	174,800	1
University of Michigan, Ann Arbor	117,300	2	24.30%	145,800	2
University of North Carolina, Chapel Hill	114,200	3	23.70%	141,300	3
University of Minnesota, Twin Cities	100,400	7	37.10%	137,600	4
University of Texas, Austin	111,300	4	21.30%	135,000	5
University of Wisconsin	99,600	9	33.70%	133,200	6
University of Illinois, Urbana	105,800	5	25.40%	132,700	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

* Midwest, Northeastern Region, South, and West include FY2010 benchmark salary averages inflated by 3%