
Beyond the Paycheck

Total Rewards at the University of Iowa

Mike Kaplan: Assistant Vice President – Human Resources

Trevor Glanz: Executive HR Director – Administration

Beyond the Paycheck

TOTAL REWARDS AT THE UNIVERSITY OF IOWA

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June 10, 2026

Introduction to Total Rewards



Total rewards at the University of Iowa refers to the combination of direct pay and indirect benefits provided to employees as part of the overall compensation philosophy.



It includes salary, variable pay, and a broad range of benefits that support employee well-being, financial security, and work-life balance.



This integrated approach is designed to attract, retain, and motivate a talented workforce aligned with our mission.

Alignment to Strategic Plan

Total rewards align with the University of Iowa Strategic Plan by directly supporting its core priorities—especially those focused on people, well-being, respectful work environment, and overall excellence.

The strategic plan emphasizes becoming a destination university for talented faculty and staff, and a strong total rewards strategy is one of the primary mechanisms for achieving that goal.

Total Compensation Statement Example

Compensation Statement

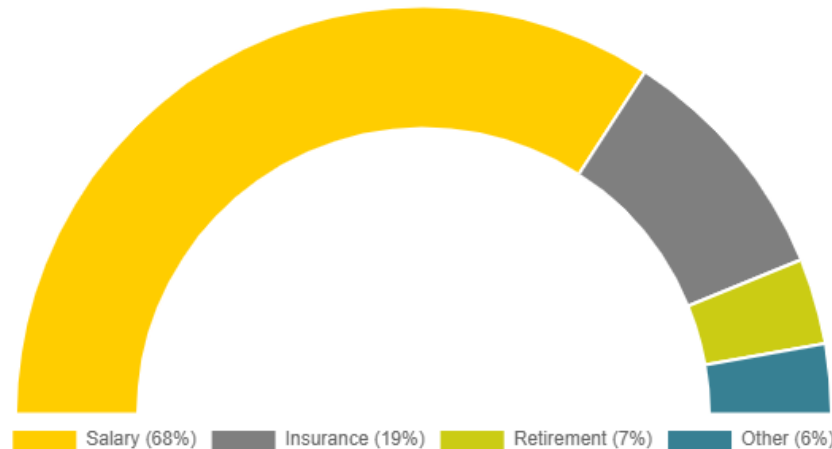


Total Compensation*

\$102,896

Thank you for all you do in advancing our University's mission of student success, scholarship, health care, and engagement.

- Kevin Kregel, Executive Vice President and Provost
- Cheryl Reardon, Associate Vice President and Chief Human Resources Officer



Annual Base Salary

\$70,263

Insurance Benefits & Credits

\$19,919

Retirement Benefits

\$7,026

Other Benefits**

\$5,688

Compensation at Iowa

The University of Iowa utilizes a compensation philosophy that incorporates total rewards, by providing salary and benefits as forms of compensation. This combination is key to recruiting and retaining the talented workforce needed to fulfill the mission and strategic goals, as articulated in the [UI strategic plan](#).

In this context, the philosophy for P&S staff is to:

- Foster and reward excellent job performance
- Achieve and maintain competitive salaries in the relevant labor markets
- Recognize career development and provide opportunities for salary advancement
- Ensure relevant experience is considered
- Provide flexibility to meet a variety of organizational objectives

<https://hr.uiowa.edu/pay/compensation-classification/professional-scientific-compensation/philosophy>

Competitive Salaries

- Assessment of external and internal markets
- Pay structure development
- Pay practices and policies



<https://hr.uiowa.edu/pay/professional-and-scientific-compensation/professional-and-scientific-benchmark-jobs-salary>

<https://hr.uiowa.edu/pay/pay-plans/professional-and-scientific-pay-structure>

<https://hr.uiowa.edu/pay/compensation-classification/professional-scientific-compensation>

Foundational Benefits - Health & Dental

- UIChoice
 - Nationwide provider access
 - Higher premium, lower out-of-pocket
- UISelect
 - Iowa-based providers
 - Lower premium, traditional deductible



-
- Dental II
 - Delta Dental of Iowa
 - Preventive through complex care

Saving for the future - Mandatory plans

TIAA —Defined Contribution

- **Employer Double Contribution**
 - you put in 5%, Iowa puts in 10%
- **Nationally recognized plan redesign**
 - \$5.3M annual participant savings
- **TIAA financial planners**
 - No additional cost
 - 1:1 consultation once per year on work time

IPERS —Defined Benefit

- **Default option**
 - State of Iowa plan
- **Lifetime monthly pension**
 - based on salary, service, formula.
- **Employer 9.44%, Employee 6.29%**
 - pooled and professionally managed

Additional Funded Benefits

Employer-Paid Benefits

- **Group Life Insurance**
 - University-paid, 2x salary
- **Long-Term Disability**
 - University-paid, 60% salary replacement

Statutory Benefits

- **Social Security**
- **Medicare**
- **Unemployment Insurance**
- **Workers' Compensation**
 - Employer-funded or shared contributions

Paid Leave

The University provides paid vacation and sick time to employees as an additional benefit.

Accrual rates are based on the employee's category.

- P&S Annual Vacation Accrual Rate: **192** (based upon 100% effort)
- Annual Sick Accrual Rate: **144** (based upon 100% effort).
- There is the option to convert sick time to vacation time after certain criteria are met.
- There are 9 paid holidays at the university.

The university provides hours to be used for personal illness, family caregiving, bereavement leave, FMLA, etc.

Unused vacation accruals are paid out after termination.

Beyond the Statement

Extra Compensation

- Special compensation above their base pay may be provided to individuals for a variety of reasons:
 - Extra effort
 - Exceptional performance
 - Spot awards
 - University awards
 - Course instruction



<https://hr.uiowa.edu/pay/workforce-operations/hr-transaction-system-guidelines/special-compensation-guidelines>

Grow & Thrive

Grow

- Professional Training and Development Opportunities
- Career Development and Advancement
- Tuition Assistance

Thrive

- liveWELL
 - UI Wellness
 - UI Work-Life
 - UI EAP
 - Ergonomics Program

<https://hr.uiowa.edu/livewell>

Peace of Mind

Voluntary Retirement

- **403(b)**
 - Pre-tax or Roth options
 - Six approved vendors
- **457(b)**
 - Save above 403(b) limits
 - **Managed by TIAA**
alongside existing plans

*Separate IRS contribution limits for each
Start, stop, or change contributions anytime*

Voluntary Protections

- **Short-Term Disability**
- **Voluntary Term Life**
- **Spouse & Dependent Life**
- **AD&D Insurance**
- **Flexible Spending Accounts**
 - Health and Dependent Care



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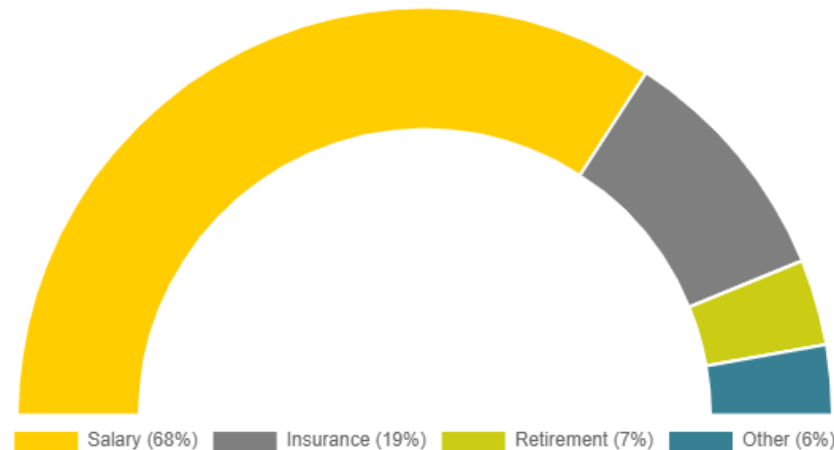


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For More Information

Compensation and Classification web pages:
<https://hr.uiowa.edu/compensation-classification>

Comp/Class Email: comp-class@uiowa.edu

Comp/Class Phone: (319) 335-5298

University Benefits web pages: <https://hr.uiowa.edu/benefits>

Benefits Email: benefits@uiowa.edu

Benefits Phone: (319) 335-2676

All UHR contact information: <https://hr.uiowa.edu/contact>

University Human Resources

Questions?

→ <https://hr.uiowa.edu>