

UTAH VALLEY UNIVERSITY

2020 ElevateHER™ Challenge Report

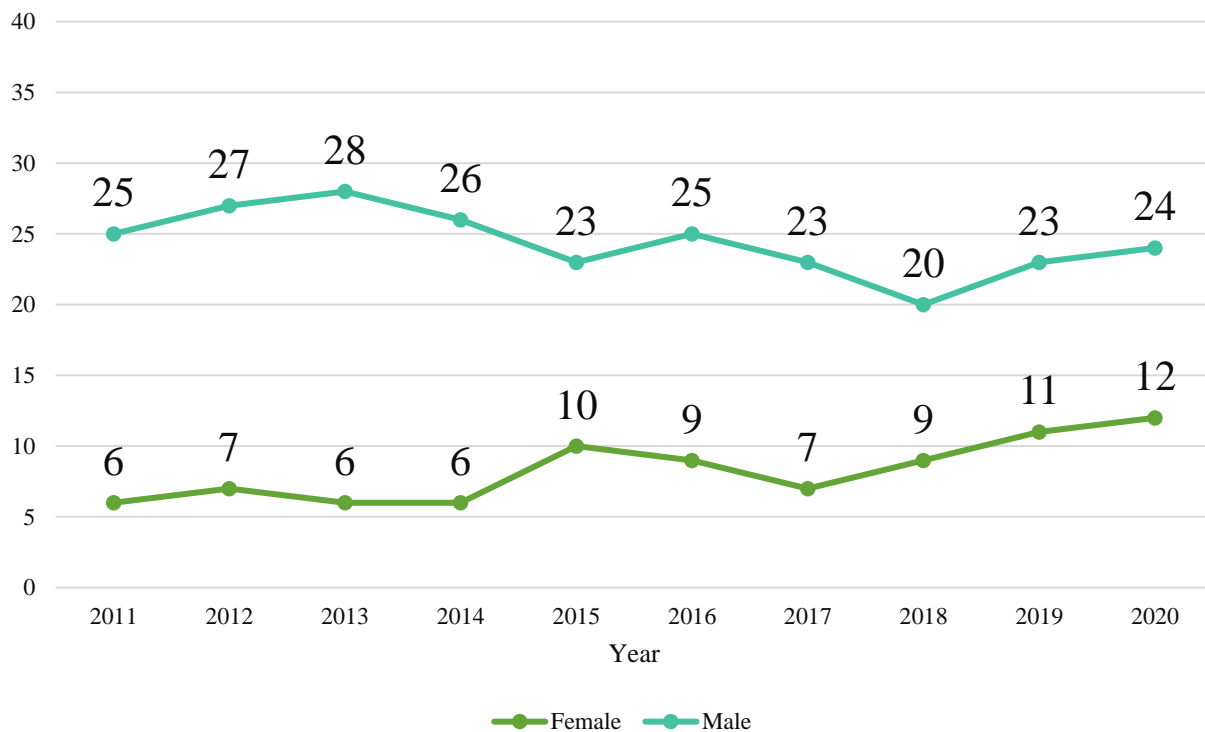
In accepting the ElevateHER™ Challenge in 2015, Utah Valley University pledged to elevate the stature of women’s leadership by focusing on the following six areas:

- Increasing the percentage of women in senior leadership positions
- Increasing the retention rate of women at all levels of the University
- Increasing the number of women who serve as voting members on UVU’s Board of Trustees
- Monitoring pay by gender and closing identified gaps
- Establishing and enhancing leadership development and mentoring programs for women
- Encouraging women to run for public office

This report provides top level data of UVU’s progress in each of these six areas.

Increase the percentage of women in senior leadership positions

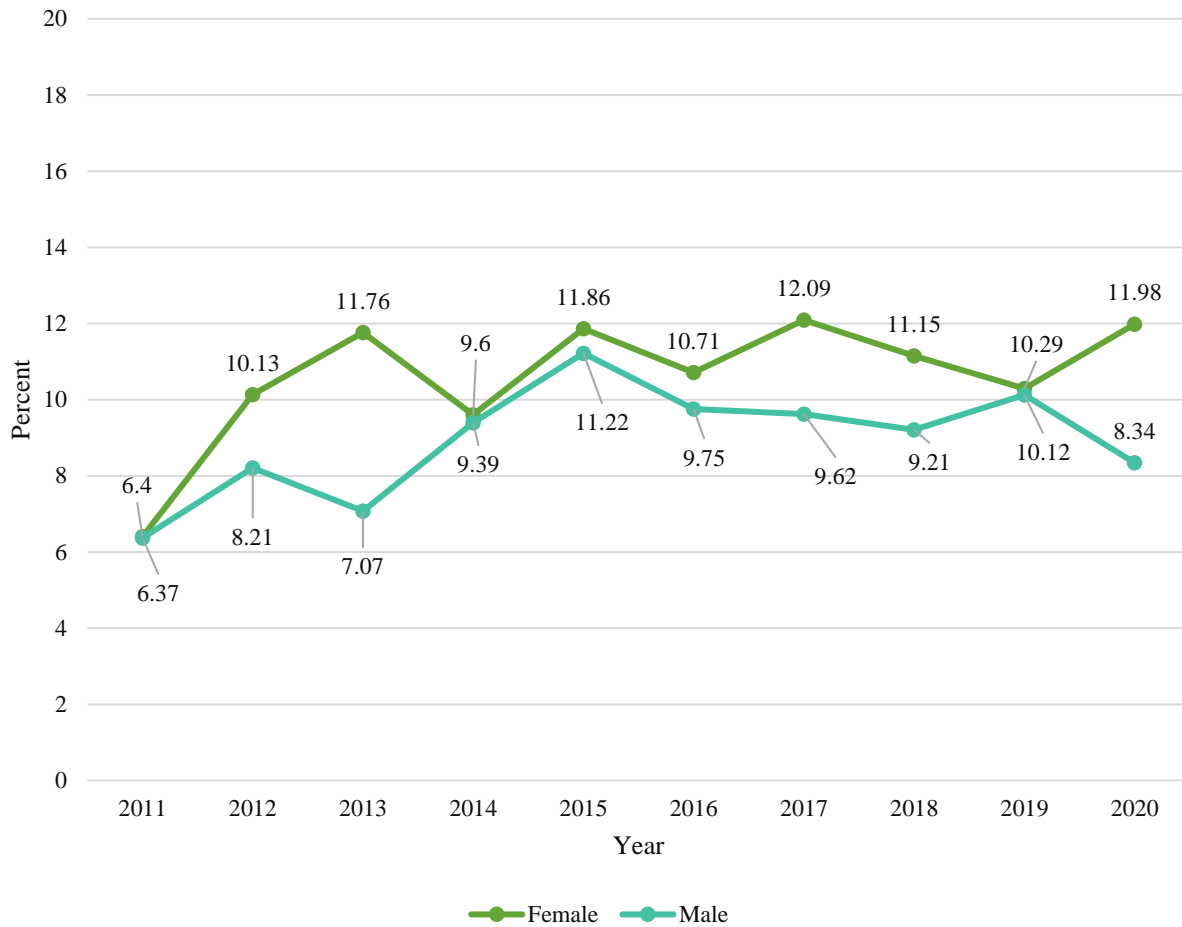
Full-Time Executives by Gender



The current percent of women in senior leadership is 33.3 (the highest in UVU’s history) and represents an increase of 14 percentage points since 2011. Data for this chart is provided by UVU’s Office of Human Resources.

Increase the retention rate of women at all levels of the University.

Full-time Employee Turnover Rate by Gender

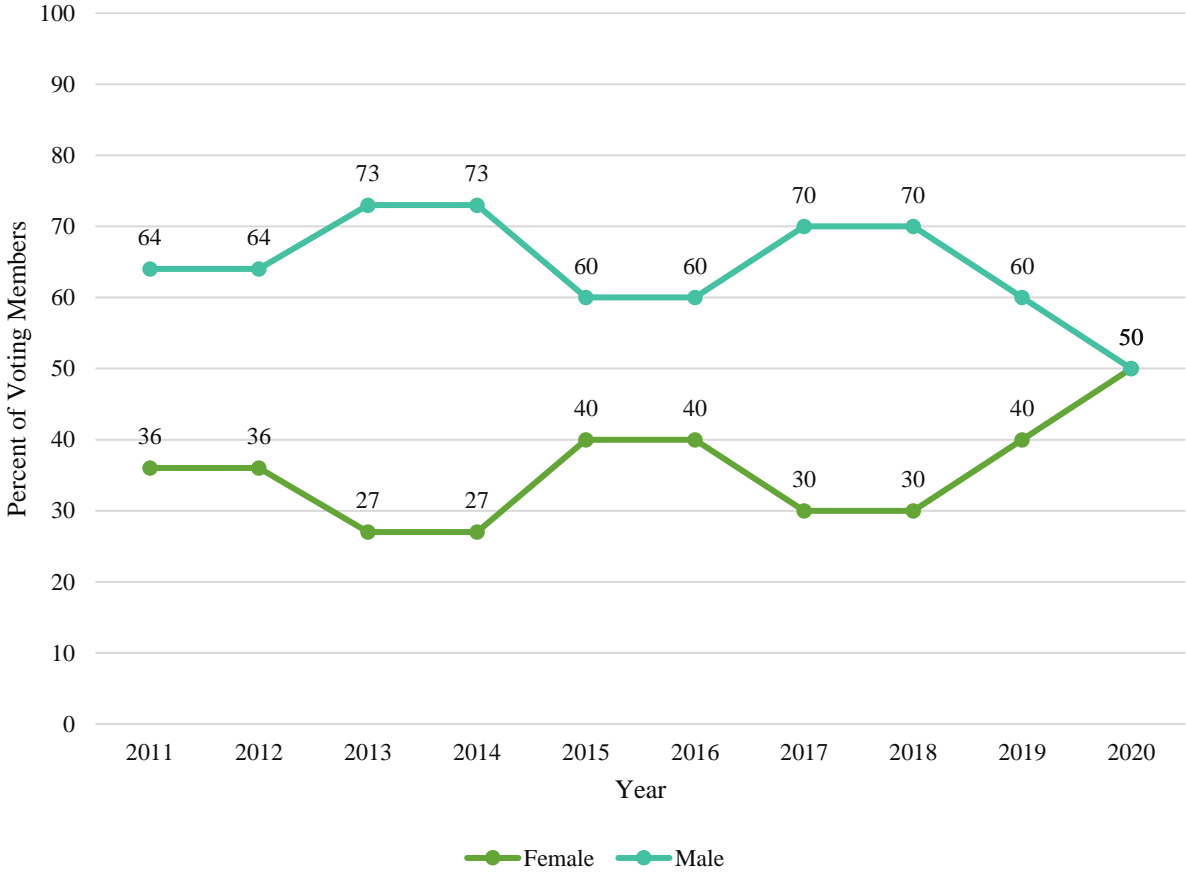


Women generally have a higher turnover rate at UVU than men. The difference between women and men for 2020 is significant and warrants further review to better understand the reasons. A March 2021 Economic Insights published by the Kem C. Gardner Policy Institute states, “... women have dropped out of the labor force at higher rates than men during most of the pandemic, likely to care for older adults and children, including online schooling needs.”

Data for this chart is provided by UVU’s Office of Human Resources.

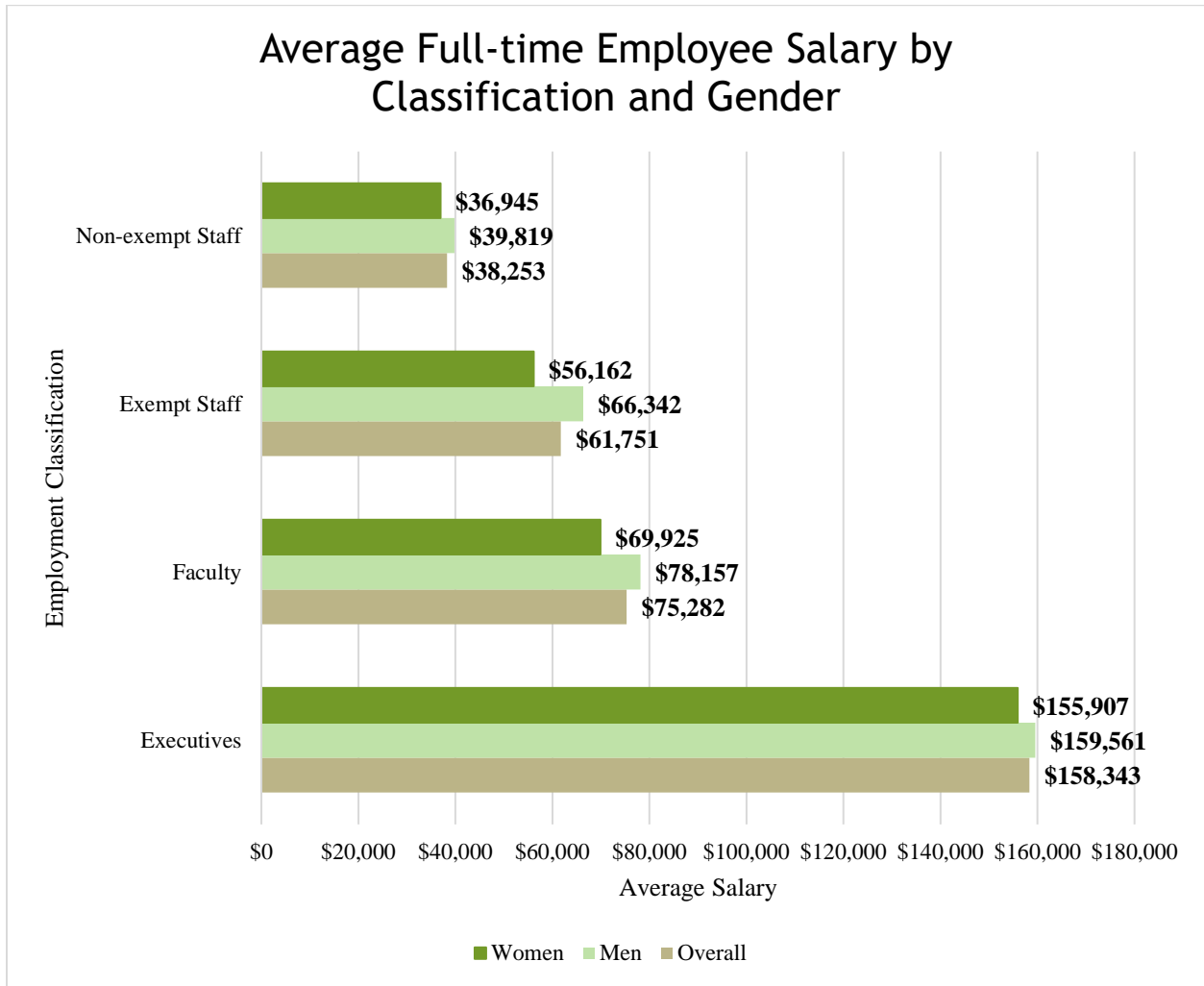
Increase the number of women who serve as voting members on UVU's Board of Trustees

UVU Board of Trustees: Voting Members by Gender
2011-2020



In 2020 women represent 50% of the voting members of UVU's Board of Trustees. Data for this chart was retrieved from the UVU Board of Trustees' website.

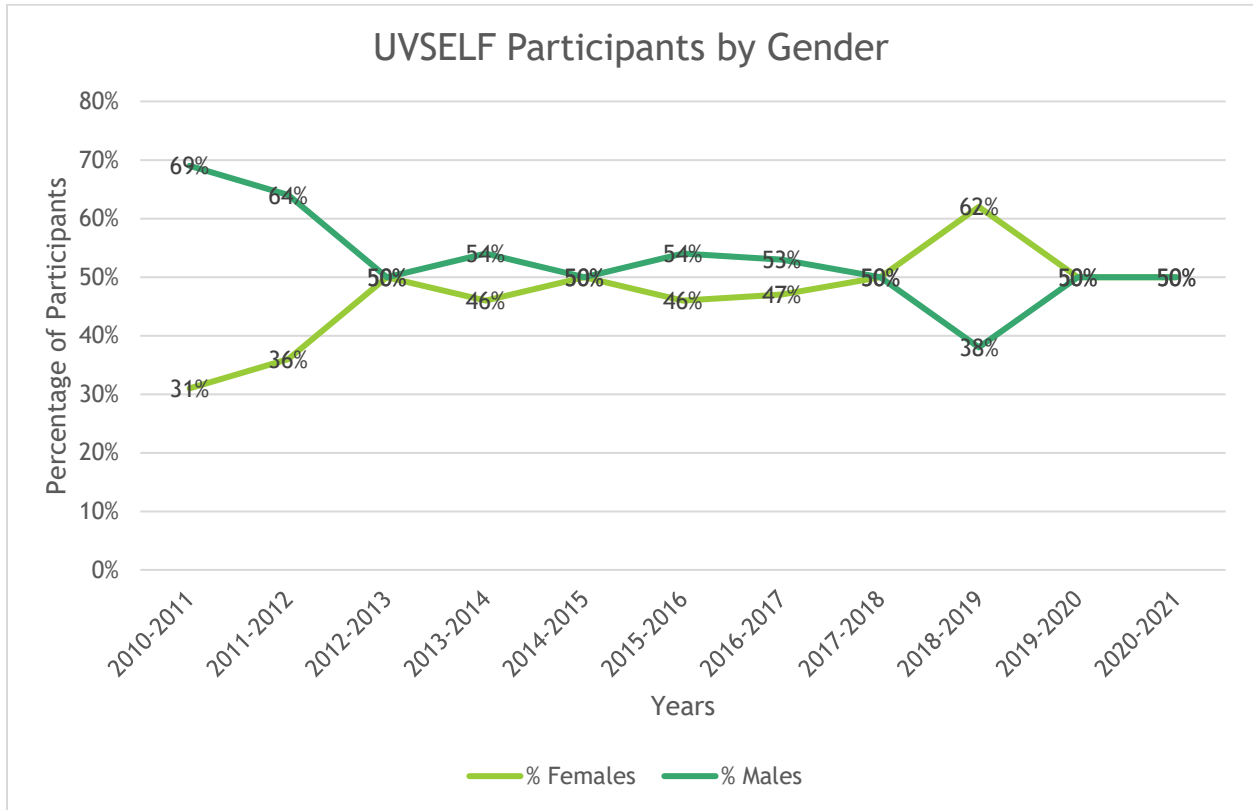
Monitor pay by gender and close identified pay gaps.



By employee *classification*, the annualized base pay for women is lower than men for all employee classifications. The greatest annualized pay gap is within exempt staff and the smallest within non-exempt staff. Pay equity for *comparable* positions is monitored by Human Resources.

Data for this chart is provided by UVU's Office of Human Resources.

Establish and enhance leadership development and mentoring programs for women.



The Utah Valley Senior Executive Leadership Forum (UVSELF) is UVU’s premier leadership development/mentoring program. Since 2012-13, the gender balance in each annual cohort has been roughly even.

Data for this chart was obtained from UVSELF enrollment records.

Encouraging women to run for public office and increasing support for these roles.

Student Life offers “Elect Her,” a free workshop empowering female students to participate in the political process, specifically running for office. Topics include

- Identifying your platform
- Creating an introduction speech
- Open Q&A with current female officers
- Keynote speaker from local government officials

For the second time in UVU’s history, the 2020-21 UVUSA President is female. The 2021-22 incoming UVUSA President is female.