



Utah Valley University

2020-21 Operating Budget

**Prepared for Board of Trustees
June 25, 2020**

Table of Contents

Introduction.....	1
Appropriated Operating Budget.....	2
Education and General	2
Enrollment.....	5
Student Headcount	7
Tuition & Fees	9
Expenditures	10
New Allocations and Reallocations	10
Include Engage Achieve.....	11
Organizational sustainability	12
Appropriated Operating Budget.....	13
Percent of Budget.....	14
Appropriated Base Operating Budget.....	15
Educationally Disadvantaged.....	17
Fire and Rescue Training	18
Auxiliaries Operating Budget.....	20
Bookstore Operating Budget.....	20
Dining Services Operating Budget	21
Student Center Operating Budget	22
Student Life & Wellness Center Operating Budget.....	23
Athletics Operating Budget.....	24
Community Outreach & Economic Development (COED).....	25
Student Health Services	26
Student Programs Operating Budget	27
Institutional Discretionary Budget	28
Appendixes	30
Appendix A: Tuition and Fees	31
Tuition and Fees Comparison	32
Appendix B: Mission, Values, Action Commitments, and Objectives.....	35
Mission Statement.....	35
Values	35
Action Commitments and Objectives	36
2020-2021 Compensation Increase.....	40
2020-2021 Medical Benefit Premiums	41

Utah Valley University Budget Staff



Linda Makin
*Vice President of Planning, Budget
and Human Resources*



Scott Wood
Director of Budgets



Becky Zabriskie
Budget Analyst

Introduction

In accordance with Utah State Board of Regents' policies, the Board of Trustees (Board) annually reviews and approves Utah Valley University's Institutional Discretionary and Auxiliary Services operating budgets. Historically, UVU's Board has also approved the appropriated operating budget.

Presented for review and approval at the June 25, 2020, board meeting are UVU's 2020-21 appropriated operating revenue and expenditure budgets, Institutional Discretionary revenue and expenditure budget, Auxiliary Services operating revenue and expenditure budget, and other key program/services budgets.

Initial Budget Summary

	2019-20	2020-21	Change 2019-20 to 2020-21	% Change 2019-20 to 2020-21
Appropriated				
Education & General	\$268,909,300	\$273,194,300	\$4,285,000	1.59%
Ed Disadvantaged	\$184,100	\$185,000	\$900	0.49%
Fire & Rescue Training		\$4,500,000	\$4,500,000	NA
TOTAL Appropriated	\$269,093,400	\$277,879,300	\$8,785,900	3.27%
Auxiliaries				
Bookstore	\$9,700,000	\$4,510,557	-\$5,189,443	-53.50%
Dining Services	\$3,825,000	\$3,150,000	-\$675,000	-17.65%
Student Center	\$2,364,000	\$2,265,640	-\$98,360	-4.16%
Student Life & Wellness Center	\$3,296,741	\$3,366,880	\$70,139	2.13%
Other Programs				
Athletics	\$7,589,500	\$7,661,841	\$72,341	0.95%
Community Outreach & Economic Development	\$1,100,202	\$962,968	-\$137,234	-12.47%
Student Health Services	\$718,421	\$691,421	-\$27,000	-3.76%
Student Programs	\$2,967,689	\$2,986,240	\$18,551	0.63%
TOTAL Auxiliaries/Other Programs	\$31,561,553	\$25,595,547	-\$5,966,006	-18.90%
Institutional Discretionary				
Institutional Investment Income	\$4,544,282	\$5,961,809	\$1,417,527	31.19%
Unrestricted Gifts	\$108,781	\$11,000	-\$115,266	-105.96%
TOTAL Institutional Discretionary	\$4,653,063	\$5,972,809	\$3,111,537	66.87%

Table 1

Appropriated Operating Budget

Beginning July 1, 2020, Utah Valley University has three line items appropriated by the Legislature—Education & General (primary operating budget), Educationally Disadvantaged, and (new) Fire and Rescue Training. Revenue and expenditure budgets are presented for each of these line items. This budget presents a financial plan within constrained resources that:

- Reflects UVU’s priorities in implementing and furthering its mission and action commitments
- Strengthens foundations for success under current and future funding models (such as performance funding)
- Builds capacity in response to and in preparation for enrollment growth
- Applies the effects of decisions made through planning processes and commitments made during the legislative and tuition setting processes
- Demonstrates fiscal responsibility and sustainability
- Provides sufficient flexibility to respond to unanticipated circumstances

Typically, tax fund revenues match the base budget appropriation bills for FY21; however, given the unique budget environment, the tax fund revenues for this initial base operating budget reflect 2020 legislative general session Senate Bill 1 together with funding transfers for Engineering Initiative and Attorney General. All other ongoing appropriations enacted during the 2020 legislative general session have been removed in accordance with guidance from legislative leaders. UVU anticipates a base tax fund reduction for 2020-21 will be enacted in a legislative special session. Appropriated budgets will be revised once the extent of tax fund reductions is known.

Education and General

Revenue consists of two primary sources:

- Tax Funds—education fund
- Dedicated Credits—tuition, specific fees (for example, admissions, graduation), and other income as outlined in Regents’ policy

Ongoing base tax funds increased 2.69 percent—\$3,337,700. Dedicated credits revenue is based on FY20 projected revenues adjusted for tuition increase, enrollment change, scholarship/tuition waivers changes, etc., resulting in dedicated credits increase of 0.65 percent—\$947,300. In total, UVU’s Education and General revenue increased \$4,285,000 or 1.59 percent

2020-21 Education & General Revenue Budget

Revenue Source	Initial Budget			
	2019-20	2020-21	\$ Change	% Change
State Tax Funds				
General Fund	\$518,700	\$5,700	(\$513,000)	-98.90%
Education Fund	\$122,333,600	\$125,484,600	\$3,151,000	2.58%
Education Fund Restricted	\$1,315,200	\$2,014,900	\$699,700	53.20%
Dedicated Credits				
Tuition and Fees	\$144,606,800	\$145,566,200	\$959,400	0.66%
Other Income	\$135,000	\$122,900	(\$12,100)	-8.96%
TOTAL Education and General	\$268,909,300	\$273,194,300	\$4,285,000	1.59%

Table 2

2019-20 to 2020-21 Revenue Changes

Education and General	2019-20 Initial Budget	Changes for 2020-21 Budget	2020-21 Initial Budget
Tax Funds	\$124,167,500	\$3,337,700	\$127,505,200
Performance Based Funding FY20 (Senate Bill 1)		\$4,897,900	
Engineering Initiative (House Bill 2)		\$700,000	
Health Benefits Rate Increase (Senate Bill 8)		\$927,800	
Internal Service Funds (House Bill 8)		\$137,500	
Attorney General Adjustment (House Bill 2)		-\$107,900	
2.5% General Reduction		-\$3,217,600	
Dedicated Credits	\$144,741,800	\$947,300	\$145,689,100
2020-21 Tuition Increase		\$1,956,300	
2019-20 Enrollment Based Tuition Revenue		-\$4,304,700	
2019-20 Tuition Waivers		\$3,150,000	
Shift of Expensed Scholarships to Two-year Gap Funding & Completion Tuition Waivers		-\$689,000	
2020-21 Tuition from Enrollment in New/Expanding Programs		\$930,200	
Other Revenue Changes (fees, write-offs/collections, rental, etc.)		-\$95,500	
TOTAL	\$268,909,300	\$4,285,000	\$273,194,300
		1.6%	

Table 3

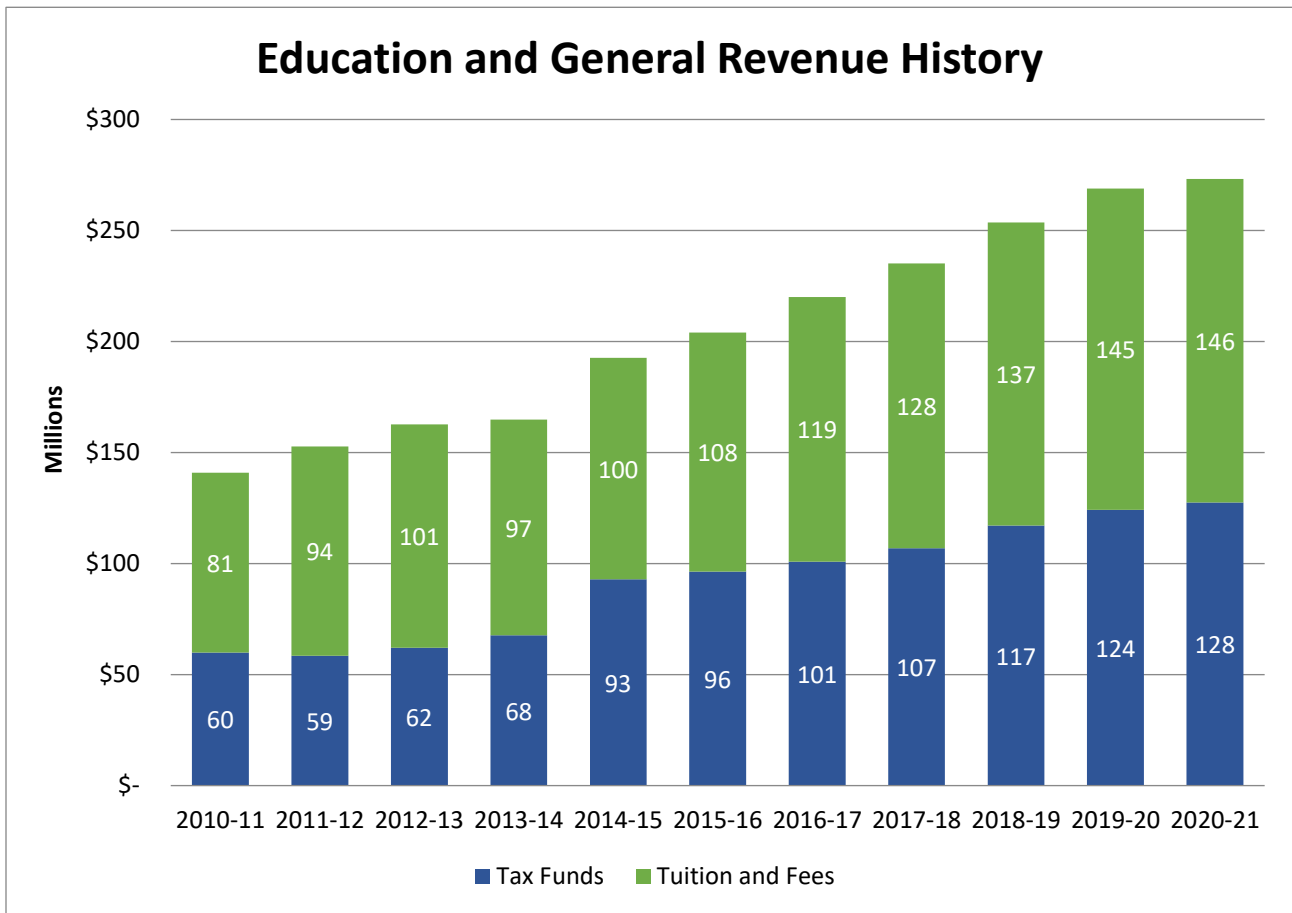


Figure 1

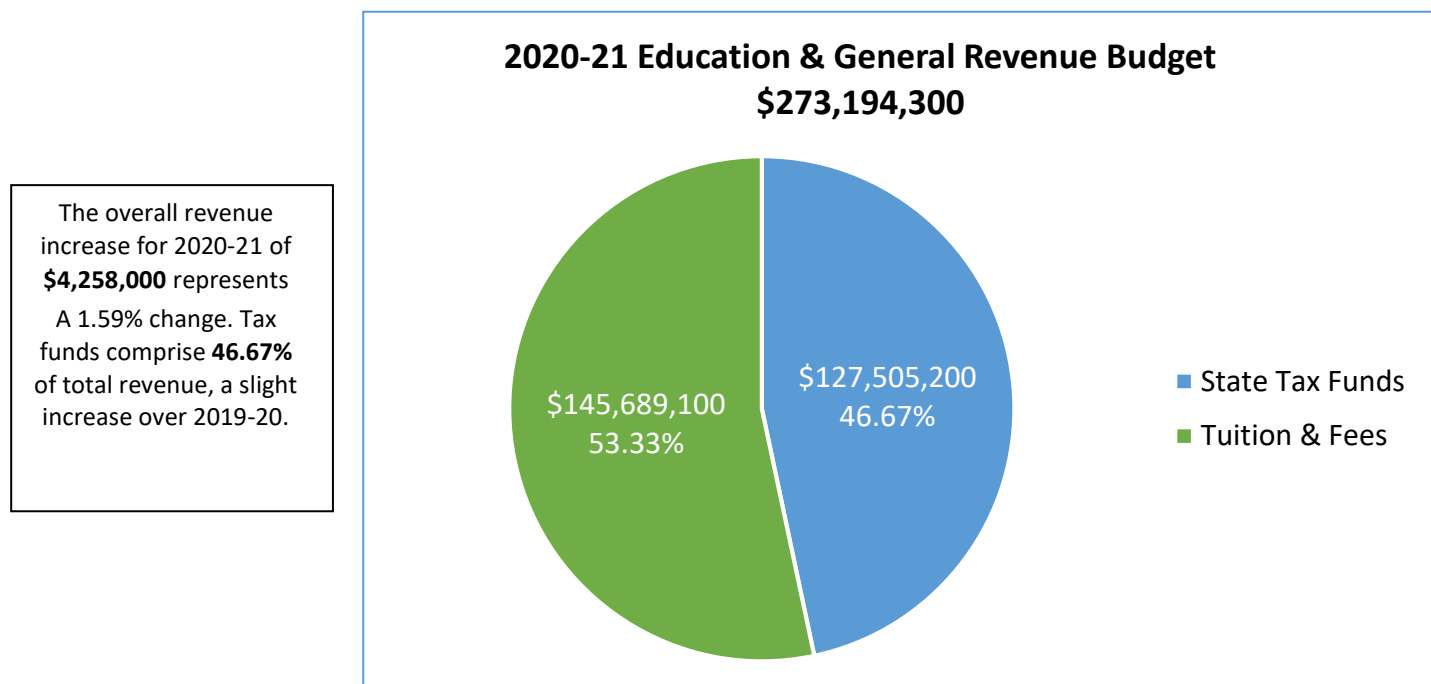


Figure 2

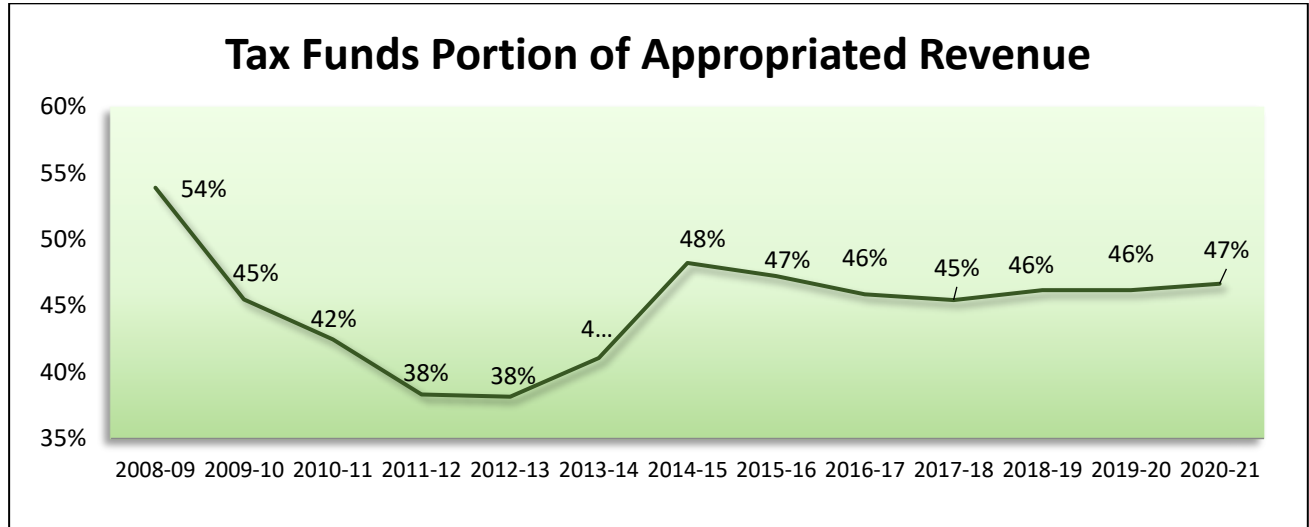


Figure 3

Enrollment

UVU experienced continuing overall enrollment growth during 2019-20. However, enrolled non-resident students declined by 8.4% in Fall and by 9.5% in Spring. As non-resident student tuition is approximately three times that of resident students, this decline had a negative impact on tuition revenue.

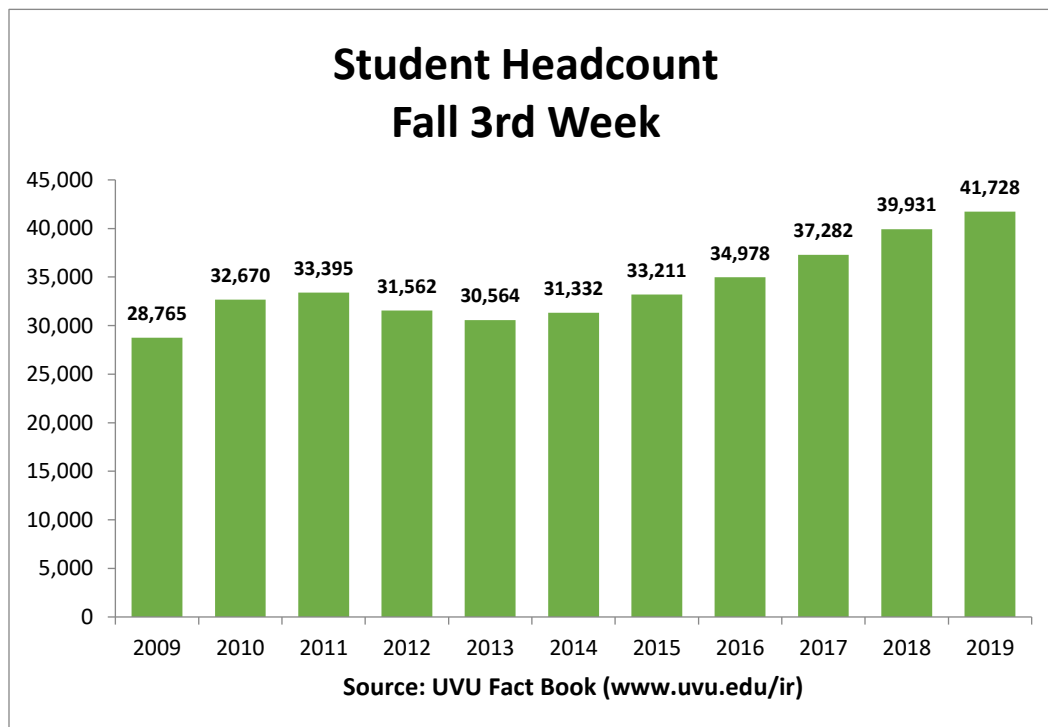


Figure 4

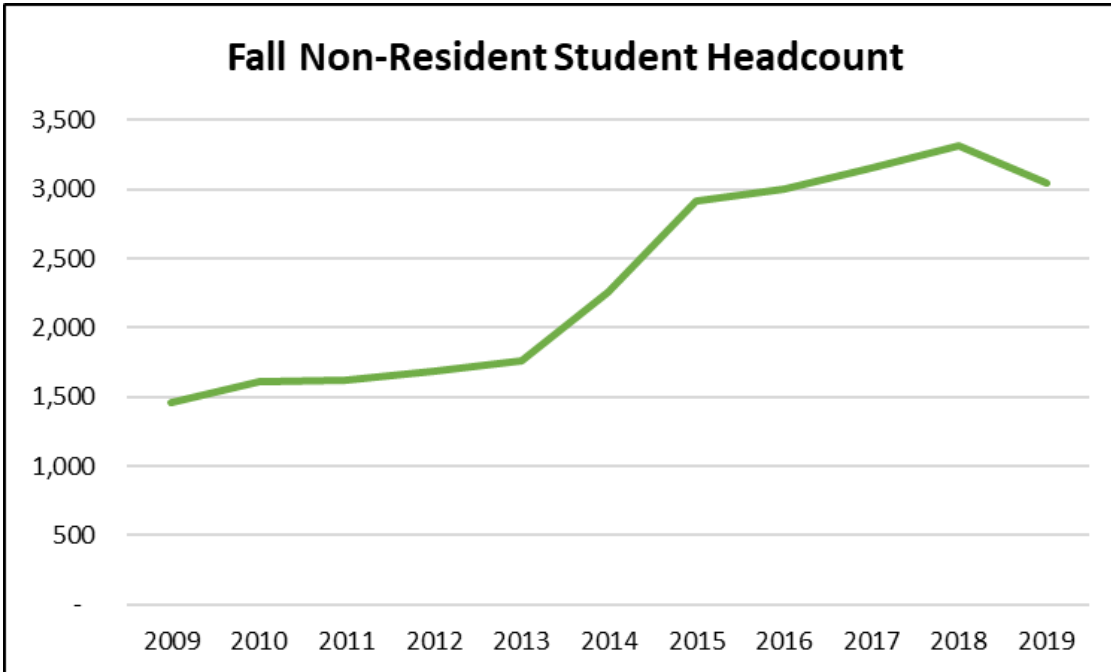


Figure 5

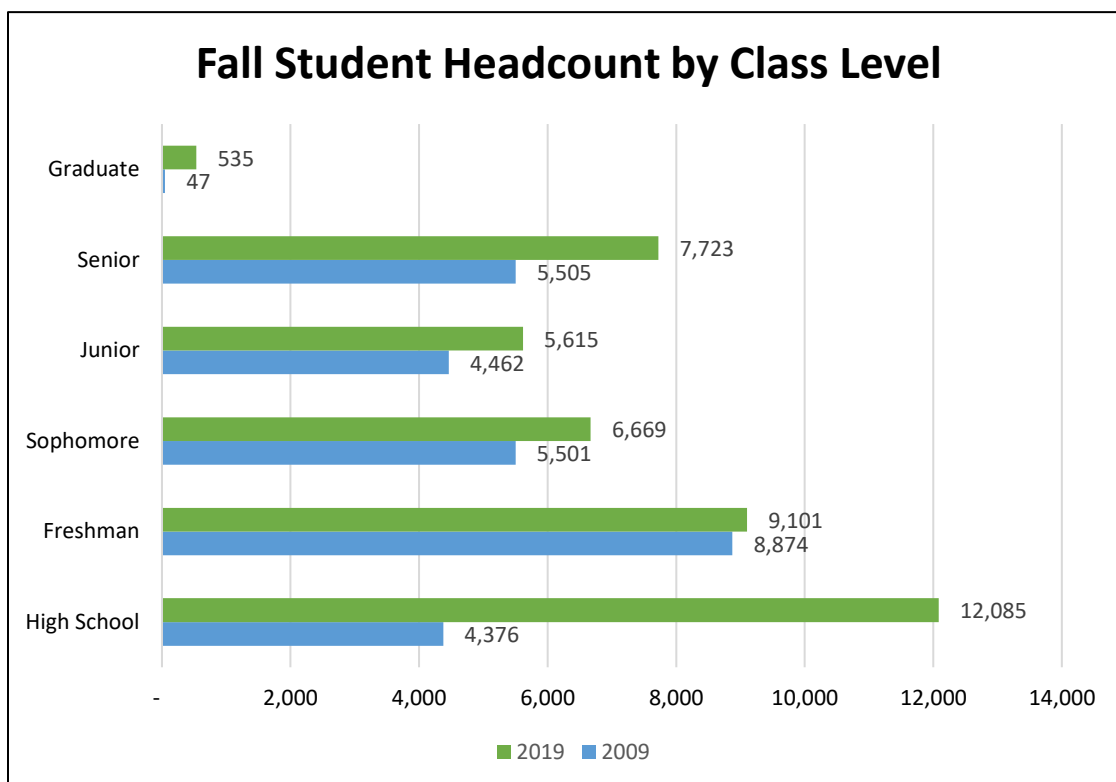
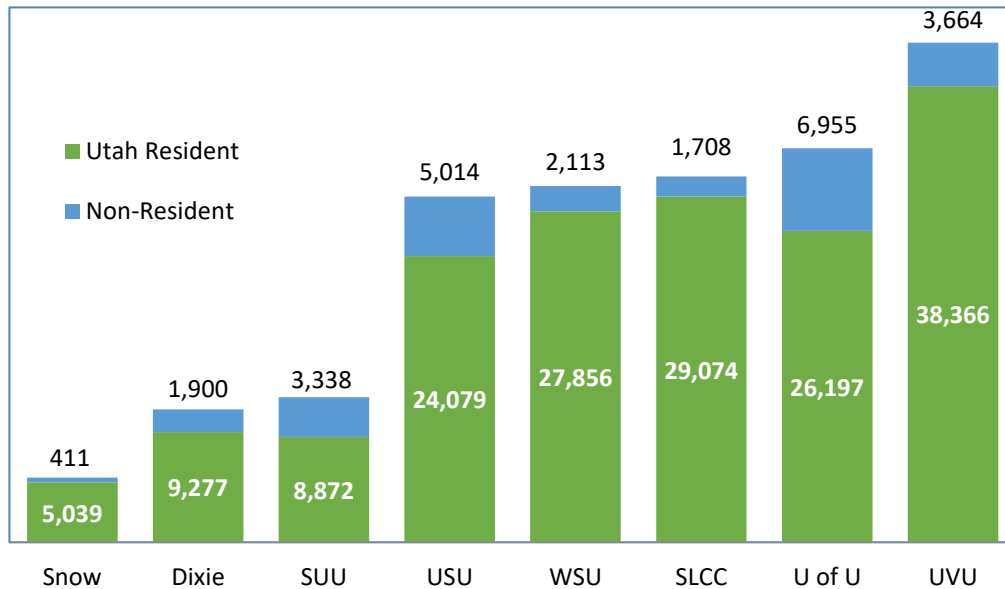


Figure 6

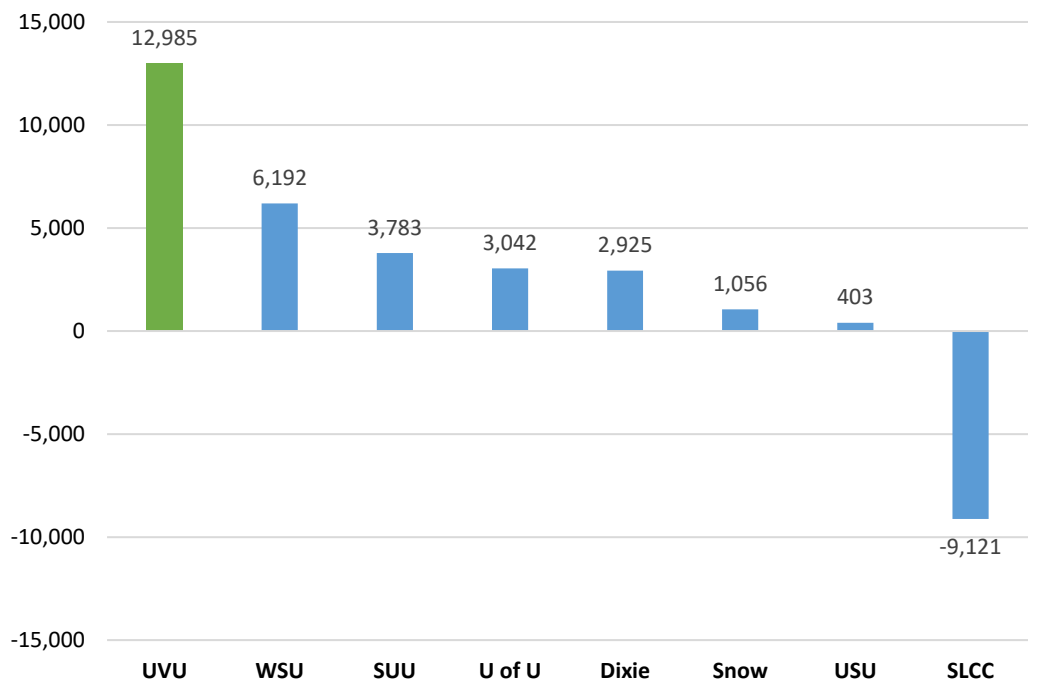
Fall 2019 Headcount by Residency



Resident Enrollment
In Fall 2019, UVU enrolled both the largest number of total students and Utah residents in the Utah System of Higher Education.

Figure 7

Utah System of Higher Education Change in Fall Student Headcount Fall 2009 to Fall 2019



STUDENT HEADCOUNT
Since 2009, UVU has experienced the largest growth in student headcount in the Utah System of Higher Education.

Figure 8

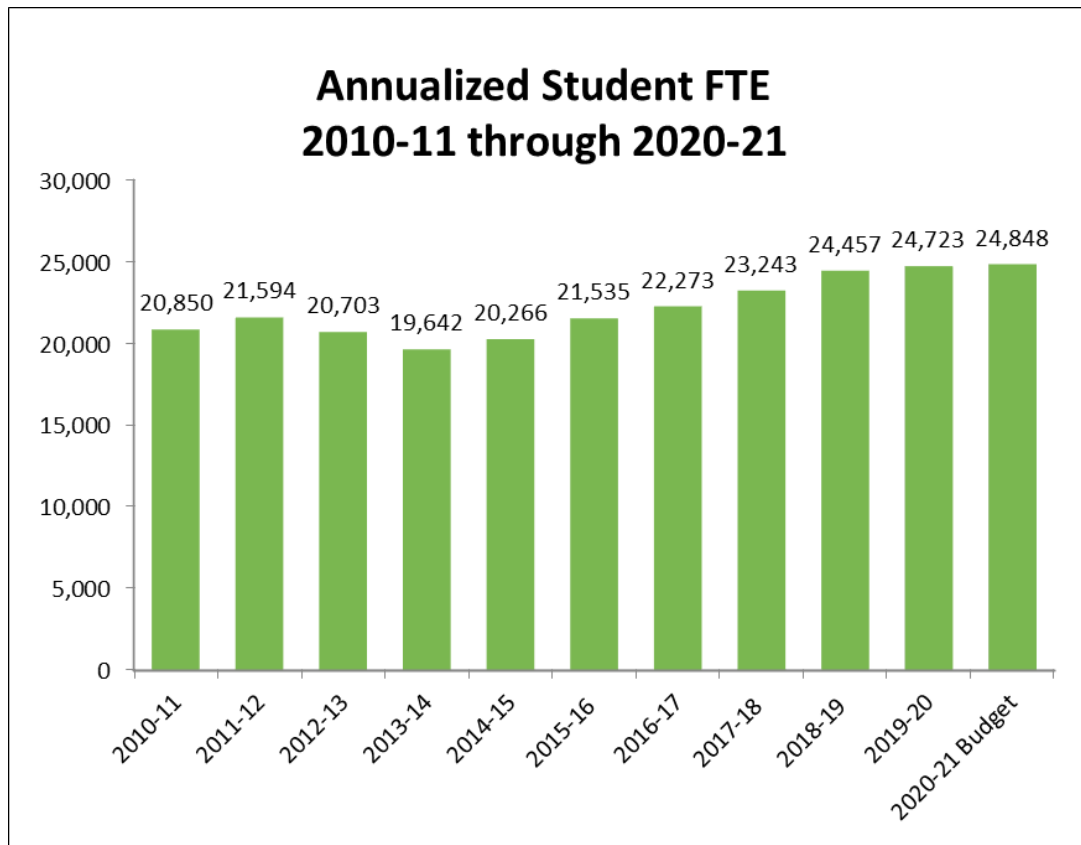


Figure 9

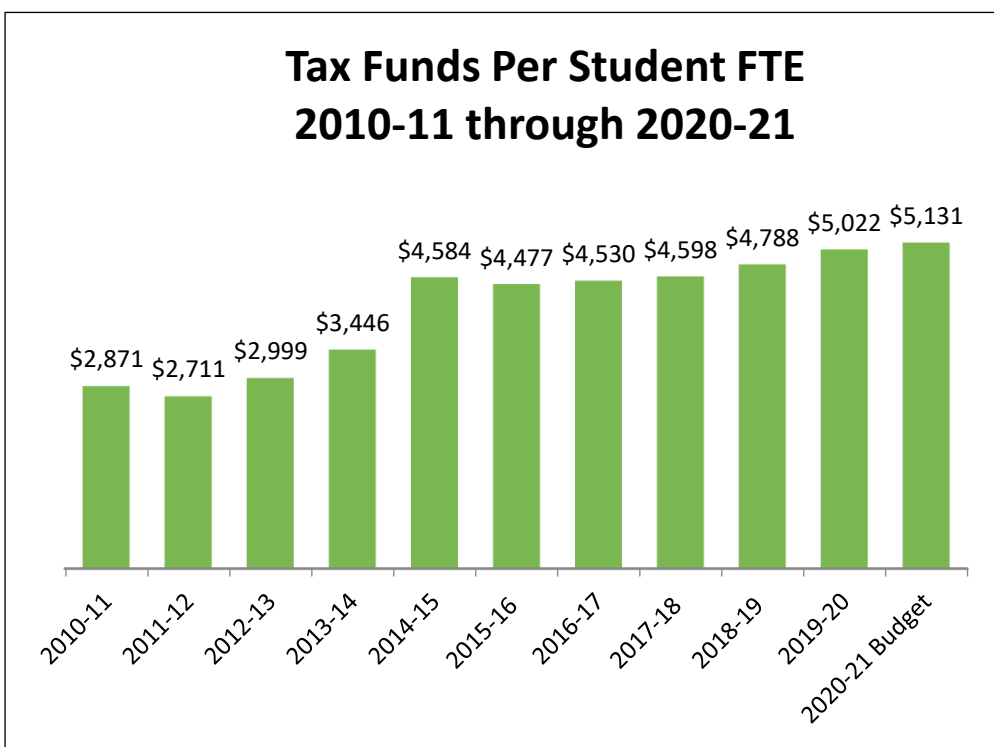


Figure 10

Tax Funds per Student FTE

The 2014-15 \$21.1 million Acute Equity allocation, together with the continuing tax fund investment since, has provided a more stable and adequate tax fund base, which is particularly important for ensuring academic quality while meeting enrollment demands.

Tuition & Fees

UVU's 2020-21 undergraduate tuition increased by 1.38 percent and general student fees increased by 2.29 percent for a total tuition and fees increase of 1.48 percent (Appendix A). Revenue from the tuition increase is being used for compensation and internal service fund increases. These increases are consistent with UVU's access mission and commitment to keeping tuition and fees as low as possible. The low tuition increase recognized the new state tax fund support which was initially provided by the 2020 legislature.

UVU Tuition & Fees History		
Resident Undergraduate		
Academic Year		
Academic Year	Tuition	Tuition & Fees
2010-11	\$3,672	\$4,288
2011-12	\$3,944	\$4,584
2012-13	\$4,122	\$4,786
2013-14	\$4,368	\$5,086
2014-15	\$4,542	\$5,270
2015-16	\$4,678	\$5,386
2016-17	\$4,840	\$5,530
2017-18	\$4,962	\$5,652
2018-19	\$5,036	\$5,726
2019-20	\$5,122	\$5,820
2020-21	\$5,192	\$5,906

Table 4

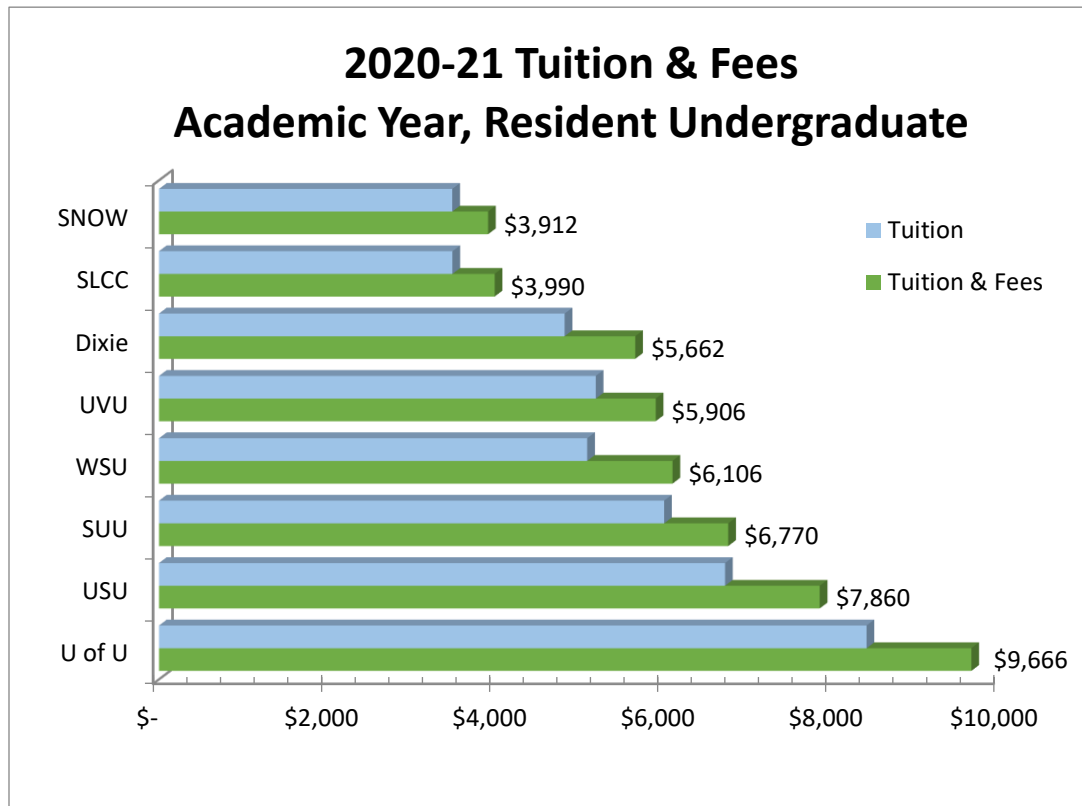


Figure 11

Expenditures

The expenditure budget implements the resource allocations determined through legislative intent, the tuition increase process, and UVU's PBA process. Governing bodies involvement has included approval of tuition and general student fees; approval of 2020-21 compensation plan; approval of new degree programs including graduate degrees; and developing, reviewing, and supporting UVU's/USHE's annual budget request.

UVU utilizes a Planning, Budgeting, and Assessment (PBA) process which guides UVU in its strategic planning, resource allocations, and assessment. The PBA process fosters a culture of strategic planning, assessment, continuous improvement, and accountability and utilizes transparent and collaborative decision-making processes. Many individuals across campus have been involved in this process by serving on university committees; by participating in developing and refining their department's four-year strategic plan and by attending PBA conversations within their department, school/college, and division and/or the university PBA conversations.

2019-20 Planning, Budget & Assessment (PBA) Cycle

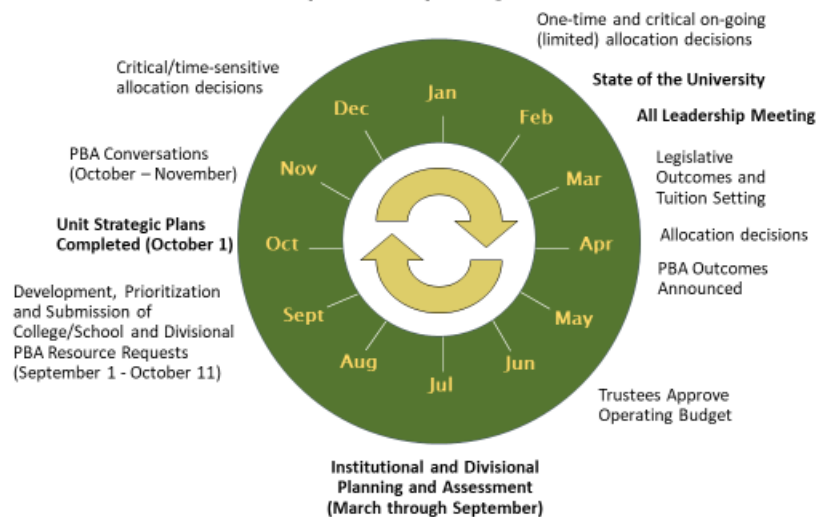


Figure 12

New Allocations and Reallocations

The PBA process facilitates the alignment and prioritization (at multiple organizational levels) of initiatives across the university that support UVU's mission, values, and Action Commitments (Appendix B). The allocation detail (reviewed and affirmed by President's Council) identifies initiatives funded in support of UVU's Action Commitments (Appendix C).

2020-21 highlights of changes from new resource allocations and existing resource reallocations:

INCLUDE

UVU integrates educational opportunities appropriate to both community colleges and universities

- Enhance and expand STEM programs
 - 4 tenure track faculty in engineering
 - 2 lecturer faculty in engineering
- Enhance and expand new undergraduate programs
 - 1 tenure track faculty in architecture
 - Hourly faculty in architecture, aerospace tech management and special education
- Expand graduate programs
 - 2 tenure track faculty in marriage and family therapy
 - Summer faculty in education leadership and higher education leadership

ENGAGE

UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners

- Expand and enhance engaged learning support
 - 3 aviation certified flight instructors
 - 1 aviation mechanic

UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders

- Strengthen UVU's community engagement, fundraising, and communications efforts
 - Host and sponsor USHE events
 - 1 senior director of donor relations
 - Targeted messaging for UVU's Vision 2030
 - University marketing efforts support, software, and computers
 - Federalism index project
- Enhance facilities that support community engagement
 - Lakemount Manor remodel

UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability

- Employee compensation and recognition
 - Medical premium increase of 10 percent, \$300 base increase for full-time employees, faculty rank/tenure/promotion advancements, employee food truck event

ACHIEVE

UVU supports students in completing their educational goals

- Increase sections to meet enrollment growth
 - Additional course sections in six schools/colleges

UVU prepares students for success in their subsequent learning, professional, and civic pursuits

- Sustain engagement learning opportunities
 - Expand presidential internships to Office of General Counsel and Chief Inclusion and Diversity Office

ORGANIZATIONAL SUSTAINABILITY

UVU strategically allocates resources to achieve institutional objectives

- Implement and sustain innovative practices and technology systems
 - Software/hardware licensing agreements
 - Classroom technology
 - Registration and marketing technology for Community Outreach and Economic Development
- Enhance and remodel facilities
 - Wee Care Center HVAC
 - Soccer Field re-sod
- Budget stabilization and rate changes
 - Internal reallocation to right size MBA and employee benefits
 - Risk management and attorney general rate changes

**Expenditure
Summary**
UVU reports
expenditures in
compliance with
NACUBO
functional and
natural
classifications

FUNCTIONAL CLASSIFICATION	MAJOR ACTIVITIES
Instruction	Instructional Faculty and Departmental Costs
Public Service	Small Business Development Center
Academic Support	Deans, Academic Administration, and School Level Costs
Library	Professional Librarians, Library Reference Materials
Student Services	Registrar, Admissions, Financial Aid Administration, Advisement, and Career Services
Athletics	Athletic Administration
Institutional Support	Executive Management, Technology Services, Purchasing, Financial Services, and Human Resources
Scholarships/Needs-Based Aid	Financial Aid, Scholarships, and Work Study
Operations & Maintenance Plant	Building Maintenance, Plant Personnel, Utilities, etc.

Table 7

Appropriated Operating Budget

Education & General Base Operating Budget				
by Functional Classification				
Comparison for 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
Instruction	\$132,768,421	\$133,227,544	\$459,123	0.35%
Public Service	\$154,730	\$269,600	\$114,870	74.24%
Library	\$4,474,819	\$4,542,804	\$67,985	1.52%
Academic Support	\$30,433,843	\$29,065,593	-\$1,368,250	-4.50%
Athletics	\$4,255,807	\$4,262,331	\$6,524	0.15%
Student Services	\$19,558,661	\$22,033,618	\$2,474,957	12.65%
Institutional Support	\$52,661,417	\$56,254,355	\$3,592,938	6.82%
Scholarships	\$2,817,547	\$1,385,486	-\$1,432,061	-50.83%
O&M	\$21,784,055	\$22,152,969	\$368,914	1.69%
Total Expenditures	\$268,909,300	\$273,194,300	\$4,285,000	1.59%

Table 8

2020-21 Education & General Base Operating Budget by Functional Classification

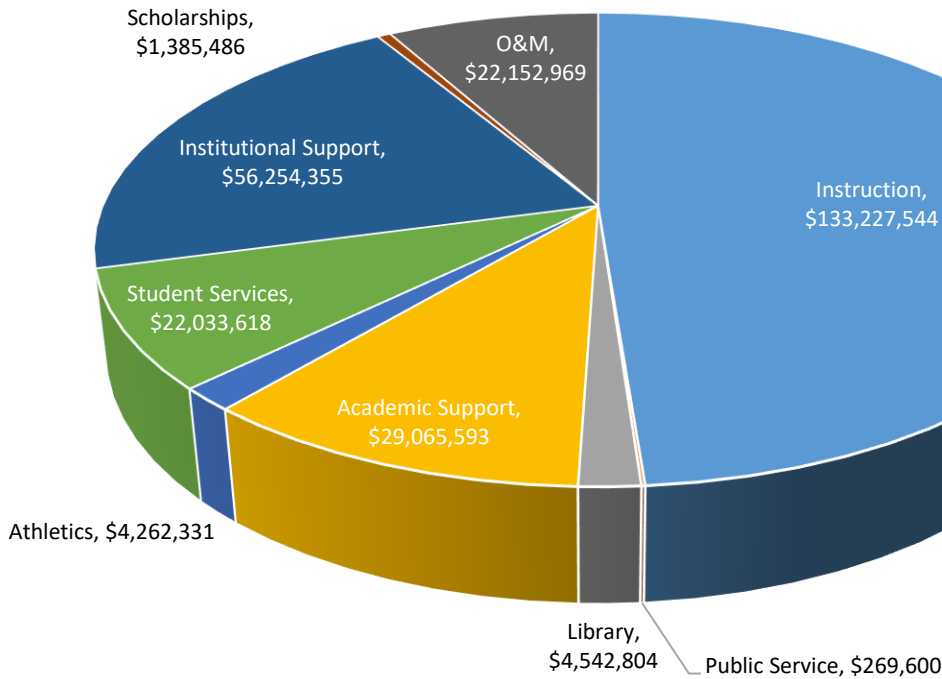


Figure 13

Percent of Budget by Functional Classification					
	2016-17	2017-18	2018-19	2019-20	2020-21
Instruction	49.40%	48.96%	48.98%	49.37%	48.77%
Public Service	0.10%	0.09%	0.08%	0.06%	0.10%
Academic Support	10.20%	10.95%	11.51%	11.32%	10.64%
Library	1.80%	1.73%	1.67%	1.66%	1.66%
Student Services	8.10%	7.88%	7.52%	7.27%	8.07%
Athletics	1.50%	1.61%	1.58%	1.58%	1.56%
Institutional Support	18.90%	19.07%	19.31%	19.58%	20.59%
O&M	9.10%	8.65%	8.23%	8.10%	8.11%
Scholarships	1.00%	1.06%	1.11%	1.05%	0.51%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%

Table 9

Appropriated Base Operating Budget				
by Natural Classification				
Comparison for 2019-20 and 2020-21				
EDUCATION AND GENERAL				
	2019-20	2020-21	\$ Change	% Change
Faculty Salaries	\$60,776,028	\$60,119,849	-\$656,179	-1.08%
Faculty Hourly	\$18,156,059	\$18,045,215	-\$110,844	-0.61%
Executive Salaries	\$5,389,122	\$5,565,381	\$176,259	3.27%
Staff Salaries	\$63,792,815	\$66,130,138	\$2,337,323	3.66%
Staff Hourly	\$11,881,216	\$11,711,234	-\$169,982	-1.43%
Total Salaries & Wages	\$159,995,240	\$161,571,817	\$1,576,577	0.99%
Employee Benefits	\$67,226,499	\$69,186,649	\$1,960,150	2.92%
Total Personnel Services	\$227,221,739	\$230,758,466	\$3,536,727	1.56%
Current Expense	\$33,164,815	\$35,467,295	\$2,302,480	6.94%
Travel	\$1,416,424	\$1,365,811	-\$50,613	-3.57%
Capital Equipment	\$556,690	\$317,996	-\$238,694	-42.88%
Fuel & Power	\$3,899,246	\$3,899,246	\$0	0.00%
Scholarships	\$2,650,386	\$1,385,486	-\$1,264,900	-47.73%
Total Expenditures	\$268,909,300	\$273,194,300	\$4,285,000	1.59%

Table 10

2020-21 Education & General Base Operating Budget by Natural Classification

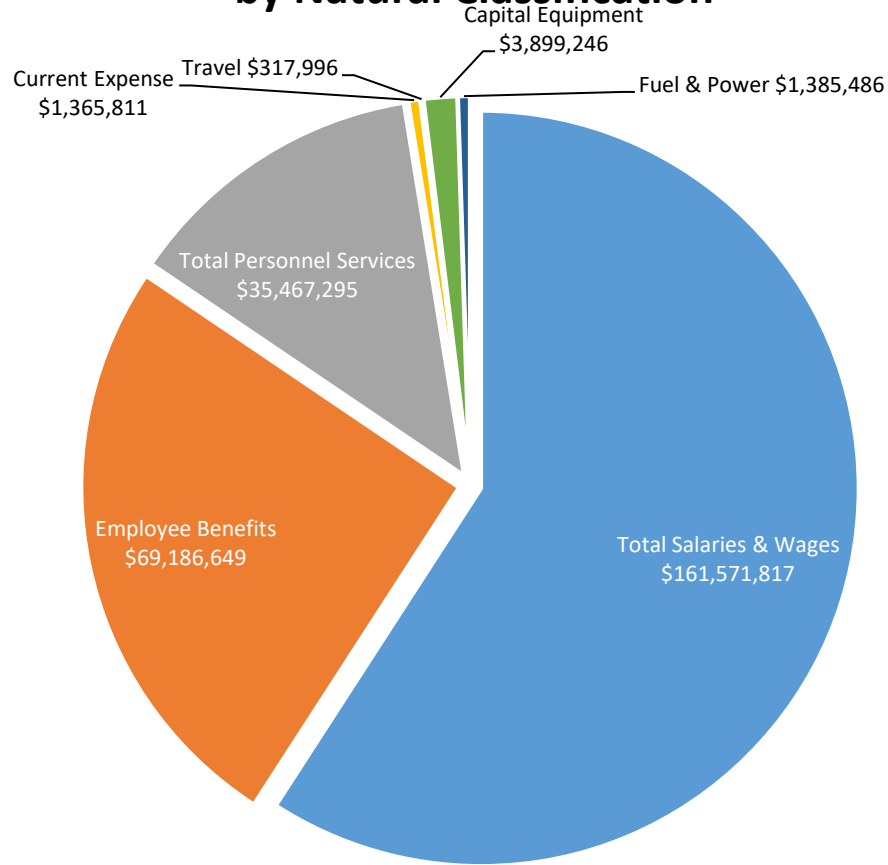


Figure 14

Percent of Budget					
by Natural Classification					
	2016-17	2017-18	2018-19	2019-20	2020-21
Salaries & Wages	58.1%	57.8%	58.0%	59.5%	59.1%
Employee Benefits	24.8%	25.5%	25.3%	25.0%	25.3%
Current Expense	13.8%	13.4%	13.5%	12.3%	13.0%
Travel	0.5%	0.5%	0.5%	0.5%	0.5%
Capital Equipment	0.3%	0.2%	0.2%	0.2%	0.1%
Fuel & Power	1.6%	1.5%	1.5%	1.5%	1.4%
Scholarship	0.9%	1.1%	1.1%	1.0%	0.5%
TOTAL	100.0%	100.0%	100.2%	100.0%	100.0%

Table 11

Educationally Disadvantaged

2019-20 TO 2020-21 Revenue Changes			
Educationally Disadvantaged	2019-20 Initial Budget	Changes for 2020-21 Budget	2020-21 Initial Budget
Tax Funds	\$184,100	\$900	\$185,000
Health Benefits Rate Increase (Senate Bill 8)		\$900	
TOTAL	\$184,100	\$900	\$185,000
		0.5%	

Table 12

<p>Revenue:</p> <p>Revenue consists solely of tax funds. Budgeted tax fund revenues match the base budget appropriation bills for FY21 and reflect an ongoing base increase of 0.5 percent.</p>
--

2020-21 OPERATING BUDGET REVENUE	
Educationally Disadvantaged	
Revenue Source	Initial Budget (Base Operating Budget)
State Tax Fund	
Education Fund	\$185,000
TOTAL EDUCATIONALLY DISADVANTAGED	\$185,000

Table 13

Appropriated Base Operating Budget by Functional Classification Comparison for 2019-20 and 2020-21		
Educationally Disadvantaged		
	2019-20	2020-21
Student Services		
Other Student Services	\$184,100	\$185,000
Total Expenditures	\$184,100	\$185,000

Table 14

Educationally Disadvantaged Appropriated Base Operating Budget by Functional Classification Comparison for 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
Staff Salaries	\$115,921	\$116,409	\$488	0.4%
Staff Hourly	\$16,573	\$2,881	-\$13,692	-82.6%
Total Salaries & Wages	\$132,494	\$119,290	-\$13,204	-10.0%
Employee Benefits	\$51,606	\$65,710	\$14,104	27.3%
Total Personal Services	\$184,100	\$185,000	\$900	0.5%
Total Expenditure	\$184,100	\$185,000	\$900	0.5%

Table 15

Fire and Rescue Training

During the 2020 general legislative session, Senate Bill 209 allocated \$4.5 million in tax funds from the Utah Fire Prevention Board to Utah Valley University to operate a fire and rescue training program, with advice and support from the Utah Fire Prevention Board. UVU has previously provided this training through a grant, rather than a direct appropriation. This funding supports UVU operating a statewide fire and rescue service program that

- Provides instruction, training, and testing for UVU students and firefighters and emergency rescue personnel throughout the state, whether paid or volunteer.
- Explores new methods of firefighting, fire training, and fire prevention.
- Provides training for fire and arson detection and investigation.
- Provides training to students, firefighters, and emergency rescue personnel on how to conduct public education programs to promote fire safety.
- Provides for certification of firefighters, pump operators, instructors, officers, and rescue personnel.
- Provides facilities and props for teaching firefighting and emergency rescue skills.

2020-21 OPERATING BUDGET REVENUE	
Fire and Rescue Training	
Revenue Source	Initial Budget (Base Operating Budget)
State Tax Fund	
Education Fund	\$4,500,000
TOTAL FIRE AND RESCUE TRAINING	\$4,500,000

Table 16

Appropriated Base Operating Budget by Functional Classification 2020-21	
Fire and Rescue Training	
	2020-21
Instruction	\$4,500,000
Total Expenditure	\$4,500,000

Table 17

Fire and Rescue Training Appropriated Base Operating Budget by Functional Classification 2020-21	
Staff Salaries	\$1,240,934
Hourly Faculty	\$600,000
Hourly Staff	\$120,000
Total Salaries & Wages	\$1,960,934
Employee Benefits	\$877,834
Total Personnel Services	\$2,838,768
Current Expense	\$1,372,232
Travel	\$189,000
Capital	\$100,000
Total Expenditure	\$4,500,000

Table 18

Auxiliaries Operating Budget

Utah Valley University has four Auxiliaries (as defined by the Board of Regents)—Bookstore, Dining Services, Student Center Services, and Student Life & Wellness Center. Revenue and expenditure budgets are presented for each of these Auxiliaries.

Revenue

Revenue consists of three sources:

- ✓ General Student Fees
- ✓ Sales and Services
- ✓ Other income including rental income

Revenue beyond expenditures is committed to support the debt service on bonds.

Expenditures

Auxiliaries participate in UVU's PBA process and are subject to the same compensation changes as appropriated budgets.

Bookstore Operating Budget Comparison for Fiscal Years 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
REVENUE				
Sales & Services	\$9,700,000	\$4,510,557	-\$5,189,443	-53.50%
Student Fees	\$0		\$0	0.00%
Other Income	\$0		\$0	0.00%
TOTAL REVENUE	\$9,700,000	\$4,510,557	-\$5,189,443	-53.50%
EXPENDITURE/TRANSFERS				
Expenditures				
Salaried Staff	\$582,376	\$457,796	-\$124,580	-21.39%
Hourly Staff	\$489,000	\$394,000	-\$95,000	-19.43%
Benefits	\$395,071	\$330,211	-\$64,860	-16.42%
Current Expense	\$544,000	\$544,000	\$0	0.00%
Cost of Goods Sold	\$7,566,000	\$2,706,334	-\$4,859,666	-64.23%
Travel	\$11,500	\$11,500	\$0	0.00%
Capital	\$0		\$0	0.00%
Subtotal Expenditures	\$9,587,947	\$4,443,841	-\$5,144,106	-53.65%
Transfers				
Transfer to Bond Payment	\$112,053	\$66,716	-\$45,337	-40.46%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	\$112,053	\$66,716	-\$45,337	-40.46%
TOTAL EXPENDITURE/TRANSFERS	\$9,700,000	\$4,510,557	-\$5,189,443	-53.50%

Table 16

Dining Services Operating Budget

Comparison for Fiscal Years 2019-20 and 20-21

	2019-20	2020-21	\$ Change	% Change
REVENUE				
Sales & Services	\$3,675,000	\$3,000,000	-\$675,000	-18.37%
Student Fees	\$0	\$0	\$0	0.00%
Other Income	\$150,000	\$150,000	\$0	0.00%
TOTAL REVENUE	\$3,825,000	\$3,150,000	-\$675,000	-17.65%
EXPENDITURE/TRANSFERS				
Expenditures				
Salaried Staff	\$401,263	\$338,679	-\$62,584	-15.60%
Hourly Staff	\$879,750	\$724,500	-\$155,250	-17.65%
Benefits	\$275,616	\$248,532	-\$27,084	-9.83%
Current Expense	\$420,000	\$420,000	\$0	0.00%
Cost of Goods Sold	\$1,491,750	\$1,228,500	-\$263,250	-17.65%
Travel	\$3,000	\$3,000	\$0	0.00%
Capital	\$5,000	\$5,000	\$0	0.00%
Subtotal Expenditures	\$3,476,380	\$2,968,211	-\$508,168	-14.62%
Transfers				
Transfer to Bond Payment	\$348,620	\$181,789	-\$166,832	-47.85%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	\$348,620	\$181,789	-\$166,832	-47.85%
TOTAL EXPENDITURE/TRANSFERS	\$3,825,000	\$3,150,000	-\$675,000	-17.65%

Table 17

Student Center Operating Budget Comparison for Fiscal Years 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
REVENUE				
Sales & Services	\$427,000	\$183,000	-\$244,000	-57.14%
Student Fees	\$1,747,000	\$1,732,640	-\$14,360	-0.82%
Other Income	\$190,000	\$350,000	\$160,000	84.21%
TOTAL REVENUE	\$2,364,000	\$2,265,640	-\$98,360	-4.16%
EXPENDITURE/TRANSFERS				
Expenditures				
Salaried Staff	\$714,658	\$700,583	-\$14,075	-1.97%
Hourly Staff	\$312,000	\$300,000	-\$12,000	-3.85%
Benefits	\$459,685	\$435,330	-\$24,355	-5.30%
Current Expense	\$842,657	\$794,727	-\$47,930	-5.69%
Travel	\$15,000	\$15,000	\$0	0.00%
Capital	\$15,000	\$15,000	\$0	0.00%
Subtotal Expenditures	\$2,359,000	\$2,260,640	-\$98,360	-4.17%
Transfers				
Transfer to Bond Payment	\$5,000	\$5,000	\$0	0.00%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	\$5,000	\$5,000	\$0	0.00%
TOTAL EXPENDITURE/TRANSFERS	\$2,364,000	\$2,265,640	-\$98,360	-4.16%

Table 18

Student Life & Wellness Center Operating Budget				
Comparison for Fiscal Years 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
REVENUE				
Sales & Services	\$530,000	\$540,000	\$10,000	1.89%
Student Fees	\$2,766,741	\$2,826,880	\$60,139	2.17%
Other Income	\$0	\$0	\$0	-
TOTAL REVENUE	\$3,296,741	\$3,366,880	\$70,139	2.13%
EXPENDITURE/TRANSFERS				
Expenditures				
Salaried Staff	\$718,416	\$773,602	\$55,186	7.68%
Hourly Staff	\$443,857	\$525,000	\$81,143	18.28%
Benefits	\$465,937	\$512,738	\$46,801	10.04%
Current Expense	\$1,305,000	\$1,244,966	-\$60,034	-4.60%
Cost of Goods Sold	\$16,480	\$15,000	-\$1,480	-8.98%
Travel	\$40,000	\$40,000	\$0	0.00%
Capital	\$75,000	\$50,000	-\$25,000	-33.33%
Subtotal Expenditures	\$3,064,690	\$3,161,306	\$96,616	3.15%
Transfers				
Transfer to Bond Payment	\$232,051	\$205,574	-\$26,477	-11.41%
Other Transfers	\$0	\$0	\$0	-
Subtotal Transfers	\$232,051	\$205,574	-\$26,477	-11.41%
TOTAL EXPENDITURE/TRANSFERS	\$3,296,741	\$3,366,880	\$70,139	2.13%

Table 19

Athletics Operating Budget Comparison for Fiscal Years 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
BEGINNING OPERATING BALANCE				
Fund Balance Beginning of Fiscal Year	\$334,605	\$0	\$334,605	-100%
REVENUE				
Sales & Services	\$900,000	\$896,500	-\$3,500	-0.39%
Student Fees	\$5,900,000	\$5,871,600	-\$28,400	-0.48%
Donations	\$412,500	\$797,000	\$384,500	93.21%
Other Income	\$377,000	\$96,741	-\$280,259	-74.34%
TOTAL REVENUE	\$7,589,500	\$7,661,841	\$72,341	0.95%
EXPENDITURES				
Salaried Staff	\$1,325,628	\$1,219,502	-\$106,126	-8.01%
Hourly Staff	\$560,000	\$560,000	\$0	0.00%
Benefits	\$703,627	\$692,849	-\$10,778	-1.53%
Current Expense	\$2,100,000	\$2,225,000	\$125,000	5.95%
Student Aid	\$900,000	\$1,111,277	\$211,277	23.48%
Travel	\$1,665,640	\$1,850,000	\$184,360	11.07%
Capital	\$0	\$0	\$0	0.00%
TOTAL EXPENDITURES	\$7,254,895	\$7,658,628	\$403,733	5.56%
ENDING OPERATING BALANCE	\$0	\$3,213	-\$304,335	0.00%

Table 20

Community Outreach & Economic Development (COED) Comparison for Fiscal Years 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
CARRY-FORWARD FUNDS				
Fund Balance Beginning of Year	\$172,373	\$184,796	\$12,423	7.21%
REVENUE				
Program Registration Fees (non-credit)	\$927,829	\$778,172	\$149,657	-16.13%
Other Income	\$0	\$0	\$0	0.00%
Sub-total Revenue	\$927,829	\$778,172	\$149,657	-16.13%
TOTAL AVAILABLE FUNDS	\$1,100,202	\$962,968	\$137,234	-12.47%
BUDGETED EXPENDITURES				
Expenditures				
Salaried Staff	\$211,261	\$211,246	-\$15	-0.01%
Hourly Faculty Staff	\$183,333	\$196,466	\$13,133	7.16%
Benefits	\$129,647	\$118,275	-\$11,372	-8.77%
Current Expense	\$391,165	\$296,428	-\$94,737	-24.22%
TOTAL BUDGETED EXPENDITURES	\$915,406	\$822,415	-\$92,991	-10.16%
Net Change	\$12,423	-\$44,243	-\$56,666	456.14%
ENDING OPERATING BALANCE	\$184,796	\$140,553	-\$44,243	-23.94%

Table 21

Student Health Services Comparison for Fiscal Years 2019-20 and 2020-21				
	2019-20	2020-21	\$ Change	% Change
REVENUE				
Sales & Services	\$72,000	\$45,000	-\$27,000	-37.50%
Student Fees	\$646,421	\$646,421	\$0	0.00%
TOTAL REVENUE	\$718,421	\$691,421	-\$27,000	-3.76%
BUDGETED EXPENDITURES				
Expenditures				
Salaried Staff	\$421,751	\$326,789	-\$94,962	-22.52%
Hourly Staff	\$47,702	\$104,377	\$56,675	118.81%
Benefits	\$222,736	\$164,672	-\$58,064	-26.07%
Cost of Goods Sold	\$0	\$0	\$0	0.00%
Travel	\$4,500	\$4,500	\$0	0.00%
Current	\$21,732	\$91,083	\$69,351	319.12%
TOTAL BUDGETED EXPENDITURES	\$718,421	\$691,421	-\$27,000	-3.76%

Table 22

Student Programs Operating Budget Comparison for Fiscal Years 2018-19 and 2019-20				
	2018-19	2019-20	\$ Change	% Change
REVENUE				
Sales & Services	\$200,000	\$200,000	\$0	0.00%
Student Fees	\$2,489,641	\$2,617,689	\$128,048	5.14%
Other Income	\$100,000	\$150,000	\$50,000	50.00%
TOTAL REVENUE	\$2,789,641	\$2,967,689	\$178,048	6.38%
BUDGETED EXPENDITURES				
Salaried Staff	\$793,288	\$831,947	\$38,659	4.87%
Hourly Staff	\$200,000	\$250,000	\$50,000	25.00%
Benefits	\$458,747	\$483,389	\$24,642	5.37%
Current Expense	\$1,200,000	\$1,300,000	\$100,000	8.33%
Travel	\$100,000	\$100,000	\$0	0.00%
Capital	\$10,000	\$0	-\$10,000	0.00%
Subtotal Budgeted Expenditures	\$2,762,035	\$2,965,336	\$203,301	7.36%
NET OPERATING REVENUE	\$27,606	\$2,353	-\$25,253	91.48%

Table 23

Institutional Discretionary Budget

Revenue

Revenue generally consists of two sources--interest earnings and unrestricted gifts transferred from the UVU Foundation to UVU. Institutional Investment Income revenue is based on projected interest earnings during 2019-20 and estimated year-end balances from 2019-20. Adjustments for both actual earnings and unexpended year-end balances will be presented to the Board in the fall.

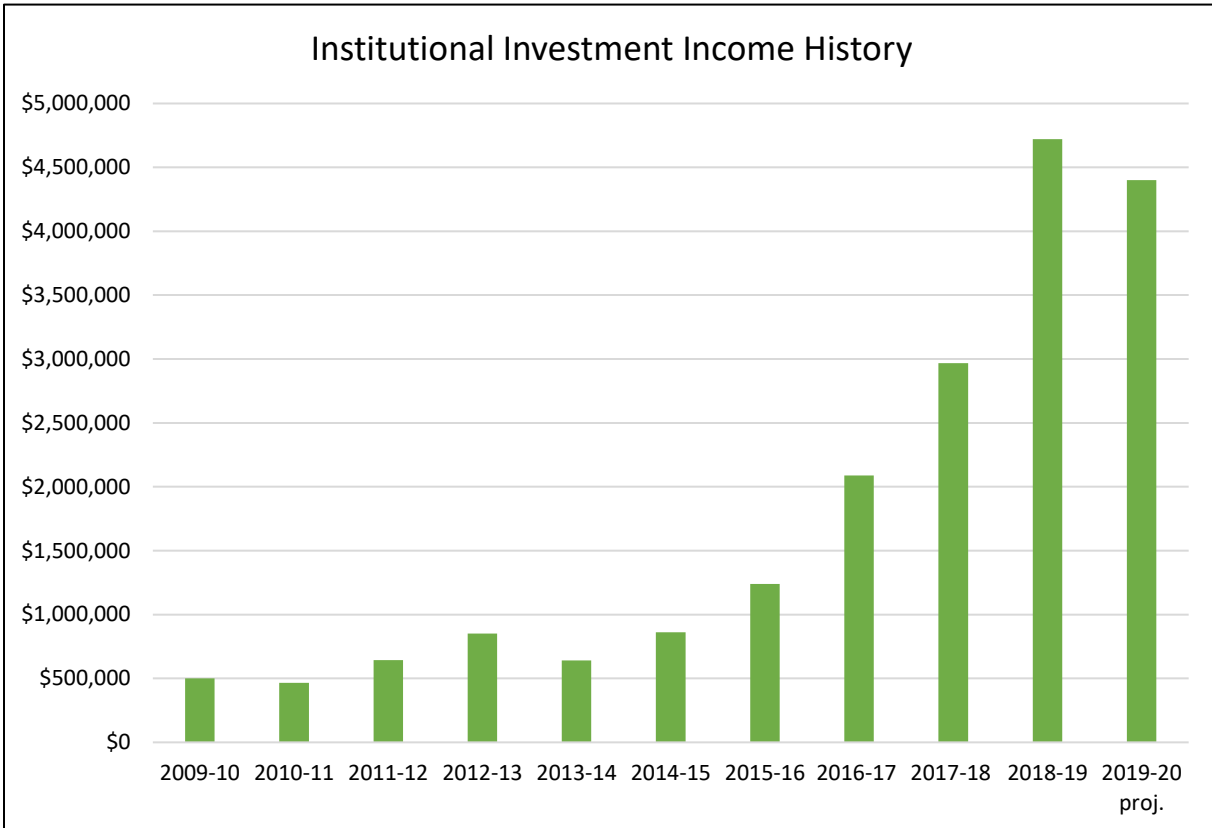


Figure 15

Expenditures

The expenditure budget implements the resource allocations determined through UVU's PBA process and through action of the Board of Trustees. Very few changes have been made for 2020-21.

Institutional Discretionary Funds

2020-21 Initial Budget

June 25, 2020

Institutional Investment Income

	2019-20			2020-21
	Initial Budget	Revision	Revised Budget	Initial Budget
Revenue				
Investment Revenue From Prior Year	\$4,000,000	\$719,556	\$4,719,556	\$4,400,000
Carry forward from Prior Year	\$544,282	\$2,702,948	\$3,247,230	\$1,561,809
Available Revenue	\$4,544,282	\$3,422,504	\$7,966,786	\$5,961,809

	2019-20			2020-21
	Initial Budget	Revisions	Revised Budget	Initial Budget
Expenditure Category/Project				
Scholarships, Fellowships and Student Aid				
International Student Scholarships	\$150,251		\$150,251	\$152,324
Scholarship (President/Land)	\$15,000		\$15,000	\$15,000
Wolverine Ambassador Scholarship	\$26,000		\$26,000	\$26,000
CAL Lead Housing	\$215,400	\$7,300	\$222,700	\$4,777
RCL Housing				\$179,383
CARES Task Force Housing Aid				\$30,840
Honors Housing	\$352,275		\$352,275	\$352,275
International Studies Student Aid	\$20,000		\$20,000	\$20,000
Internships	\$42,000		\$42,000	\$42,000
Fund Raising and Institutional Development				
Federal Funding Development	\$45,000		\$45,000	\$0
Institutional Advancement Support	\$142,251		\$142,251	\$147,251
Institutional Advancement Events	\$130,000		\$130,000	\$130,000
Enrichment of Institutional Cultural Programs				
MLK Event				\$10,000
Campus Development/Capital Facilities				
Museum Remodel	\$0	\$500,000	\$0	\$0
Institutional Advancement Facility				\$1,500,000
Geneva Property	\$1,300,000	\$3,300,000	\$4,600,000	\$1,300,000
Other Education and General Operating Support				
Student Marketing (Recruitment)	\$80,000		\$80,000	\$80,000
Out Of State Recruiting	\$30,000		\$30,000	\$30,000
International Fair	\$16,500		\$16,500	\$16,500
University Campaign	\$0	\$33,000	\$33,000	\$0
Contingency	\$1,979,605	-\$417,796	\$1,561,809	\$1,925,459
TOTAL	\$4,544,282	\$3,422,504	\$7,466,786	\$5,961,809

Unrestricted Gifts

	2019-20			2020-21
	Initial Budget	Revisions	Revised Budget	Initial Budget
Revenue				
Carry forward from Prior Year	\$97,781	\$206,255	\$304,036	\$0
Projected new revenue	\$11,000			\$11,000
Available Revenue	\$108,781	\$206,255	\$315,036	\$11,000

	2019-20			2020-21
	Initial Budget	Revisions	Revised Budget	Initial Budget
Expenditure Category				
Fund Raising and Institutional Development				
Presidential Impact	\$62,852	-\$47,205	\$15,647	\$0
Special Projects President		\$255,427	\$255,427	\$0
Community Outreach	\$45,929	-\$1,967	\$43,962	\$11,000
TOTAL	\$108,781	\$206,255	\$315,036	\$11,000

Appendixes

Appendix A: Tuition and Fees



UTAH VALLEY UNIVERSITY

TO: Utah State Board of Regents

FROM: R. Duff Thompson, Chair, Utah Valley University Board of Trustees

DATE: March 12, 2020

SUBJECT: UVU's Proposed 2020-21 Tuition Increase

As outlined in Regents Policy R510, *Tuition*, UVU administration has consulted with UVU's Board of Trustees during the development and finalization of UVU's proposed 2020-21 tuition increase. The proposal below was reviewed by the Trustees Finance and Facilities Committee and approved by the Trustees Executive Committee, both on March 12, 2020. On March 25, the Trustees Executive Committee will present their action to the full Board for ratification.

Proposed Increase

After careful consideration, the Board of Trustees Executive Committee voted in support of UVU's recommended 2020-21 undergraduate tuition increase of 1.38 percent and graduate tuition rate increases between 1.3 and 1.5 percent (varies slightly by program) as shown below.

This proposed increase is consistent with UVU's access mission and commitment to keeping tuition and fees as low as possible and recognizes the new state tax fund support provided by the 2020 legislature. In recommending tuition and fee changes, the Board of Trustees is guided by the Board of Regents objective of affordable participation and by UVU's commitment to affordable access, keeping with our integrated dual mission of community college and university. The proposed increase of 1.38 percent is the lowest percentage and dollar amount increase in the past decade.

Proposed Use of Revenue

The proposed tuition increase will generate \$1,956,300. These funds will be utilized as follows:

2.5% labor market increase for salary/wages	\$1,138,100
4.53% medical premium increase	\$309,200
Risk Management rate increase	\$44,000
Faculty Rank/Tenure/Promotion/Merit	\$465,000
Total	\$1,956,300

TUITION AND FEES COMPARISON

Per Semester	Tuition				Tuition & Fees			
	19-20	Proposed 2020-21	Change		19-20	Proposed 2020-21	Change	
			Amount	Percent			Amount	Percent
Undergraduate (15 credits)								
Resident	\$2,561	\$2,596	\$35	1.4%	\$2,910	\$2,953	\$43	1.5%
Non-resident	\$7,936	\$8,046	\$110	1.4%	\$8,285	\$8,403	\$118	1.4%
Graduate Base, MEd, MSN (10 credits)								
Resident	\$2,880	\$2,920	\$40	1.4%	\$3,230	\$3,280	\$50	1.5%
Non-resident	\$8,780	\$8,900	\$120	1.4%	\$9,130	\$9,260	\$130	1.4%
MBA (10 credits)								
Resident	\$6,210	\$6,300	\$90	1.4%	\$6,560	\$6,660	\$100	1.5%
Non-resident	\$13,490	\$13,680	\$190	1.4%	\$13,840	\$14,040	\$200	1.4%
Macc, MPFA (10 credits)								
Resident	\$5,100	\$5,170	\$70	1.4%	\$5,450	\$5,530	\$80	1.5%
Non-resident	\$12,380	\$12,550	\$170	1.4%	\$12,730	\$12,910	\$180	1.4%
MSW, MaMFT (10 credits)								
Resident	\$3,610	\$3,660	\$50	1.4%	\$3,960	\$4,020	\$60	1.5%
Non-resident	\$9,510	\$9,640	\$130	1.4%	\$9,860	\$10,000	\$140	1.4%
Computer Science (10 credits)								
Resident	\$3,870	\$3,920	\$50	1.3%	\$4,220	\$4,280	\$60	1.4%
Non-resident	\$9,760	\$9,900	\$140	1.4%	\$10,110	\$10,260	\$150	1.5%
Cybersecurity, MPS (10 credits)								
Resident	\$4,130	\$4,190	\$60	1.5%	\$4,480	\$4,550	\$70	1.6%
Non-resident	\$10,030	\$10,170	\$140	1.4%	\$10,380	\$10,530	\$150	1.4%

Note: UVU has delayed implementation of the Physician Assistant graduate program until January 2022. During next year's tuition setting process, UVU will propose a differential tuition rate for this program.



UTAH VALLEY UNIVERSITY

TO: Utah State Board of Regents

FROM: R. Duff Thompson, Chair, Utah Valley University Board of Trustees

DATE: March 12, 2020

SUBJECT: 2020-21 UVU General Student Fees

The Utah Valley University Board of Trustees has reviewed the UVUSA student fee proposal for the 2020-21 year. The Trustees Finance and Facilities Committee and the Trustees Executive Committee both reviewed and approved the proposal on March 12, 2020, with full Board of Trustees ratification at the March 25, 2020, meeting.

UVUSA followed procedures outlined in Regents Policy R516, *General Student Fees*. The UVUSA proposal of an increase of \$8 per semester (\$16 per academic year) and will provide funding for the following:

- Salary, wage and medical premium increases for staff in student programs and campus recreation
- Support for students engaged in student involvement programs
- Addition of a dietician to support student wellness
- Free student tickets to School of the Arts student productions

We request Regents approval of this proposed increase.

2020-2021 Student Fee Proposal

FEE NAME	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	Requested 2020-2021	Proposed Increase or Decrease	Proposed 2020-2021
Student Programs	\$51.19	\$46.19	\$46.19	\$46.19	\$46.54	\$5.00	\$5.00	\$51.54
Campus Recreation	\$16.45	\$21.97	\$22.67	\$22.67	\$25.21	\$3.07	\$1.29	\$26.50
Building Bonds	\$99.55	\$96.09	\$94.09	\$93.19	\$91.50	\$0.00	\$0.00	\$91.50
Student Center O&M	\$27.94	\$28.94	\$28.94	\$28.94	\$30.94	\$0.00	\$0.00	\$30.94
SLWC O&M	\$29.00	\$24.98	\$24.98	\$24.98	\$23.98	\$0.00	\$0.00	\$23.98
Athletics	\$99.05	\$98.82	\$104.35	\$104.85	\$104.85	\$0.00	\$0.00	\$104.85
Conference Aff. Fund	\$7.72	\$5.53	-	-	-	-	-	-
Student Health Services	\$8.52	\$8.52	\$9.27	\$9.67	\$11.47	\$0.00	\$0.00	\$11.47
Student Computing	\$7.75	\$7.42	\$7.97	\$7.97	\$7.97	\$0.00	\$0.00	\$7.97
UTA	\$6.83	\$6.54	\$6.54	\$6.54	\$6.54	\$0.00	\$0.00	\$6.54
Arts	-	-	-	-	-	\$5.00	\$1.71	\$1.71
Total	\$354.00	\$345.00	\$345.00	\$345.00	\$349.00	\$13.07	\$8.00	\$357.00

Explanation for Changes:

Student Programs	A \$5.00 increase was requested to provide sufficient funding to cover cost of living increases for staff members whose wages are paid through student fees. These increases include upcoming COLA allocations, the consumer price index, inflation increases, and past COLA allocations that were not given due to limited funds. Furthermore, although not part of the original request, the increase would provide funds to be able to distribute cash awards for students participating in student involvement programs that are ineligible to receive a tuition waiver due to additional scholarships they are receiving (i.e.: Student is receiving a full tuition academic scholarship and thus unable to receive a half tuition Student Life scholarship for their student involvement. Funds would allow for a cash award to be issued to provide some sort of an award to them as an incentive to participate.) The cash award would not be the full tuition amount they may have been offered originally but a fair and reasonable amount to encourage continued involvement while being academically successful.
Campus Recreation	An increase of \$1.29 was requested to provide funds for cost of living increases for employees paid through the Campus Recreation student fee, necessary wages for the creation of a full time dietician (Wellness Programs) and part time trip advisor (Outdoor Adventure Center) in addition a \$1.78 increase was requested to transition the eSports club sports team from a club sport team to an independent student organization. The increase of \$1.29 was approved supporting cost of living increases, the creation of the full-time dietician (approved through PBA) and a part time trip advisor. The dietician will provide a unique service for the general student body to help educate and promote healthy eating habits and the part time trip advisor will provide support to allow for an increased number of student participants on OAC sponsored trips. The request of \$1.78 was declined due to concern about transitioning one club sports team to a student organization and whether or not it should continue to be housed in Campus Recreation if it is an independent competitive team.
School of the Arts	The creation of a \$5.00 fee was requested to supplement the cost of putting on the student productions held in accordance with academic SOA programs. A fee of \$1.71 was approved to subsidize the student ticket prices to student productions sponsored by the School of the Arts. Currently, \$0.53 is allocated and transferred each year to the School of the Arts to subsidize student ticket pricing to student productions and provide funding for the Pep Band operating costs from the Student Programs student fee. The \$1.71 total includes the \$0.53 which will no longer be allocated and transferred to SOA from the Student Programs student fee.
Athletics	Fee will maintain but additional terms and conditions will be implemented. The designated amount for student section (The Den) participation will be increased from \$0.50 to \$1.00. Student concerns are centered on the lack of publicity and incentives to participate in the student section thus influencing low student attendance at athletic events. Additional funds dedicated to this purpose will assist in increasing student participation and involvement in the student section at athletic events. A separate index code for the student section will be required for accounting purposes in order to provide thorough verification and accounting for student section monies in the future.

Appendix B: Mission, Values, Action Commitments, and Objectives



Utah Valley University Mission

*Mission Statement, Values,
Action Commitments, and Objectives*

*Approved by
Utah Valley University Board of Trustees, April 16, 2019
Utah State Board of Regents, May 17, 2019*

MISSION STATEMENT

**Utah Valley University is an integrated university and community college
that educates every student for success in work and life
through excellence in engaged teaching, services, and scholarship.**

VALUES

UVU's culture supports our mission of student success. Student success encompasses both terminal degrees and the holistic education of students, and we believe that we can fulfill this mission best in an environment that allows all individuals to thrive personally and professionally. To this end, UVU operates in accordance with three core values: exceptional care, exceptional accountability, and exceptional results.

Exceptional Care

We invite people to “come as you are” and let them know that “UVU has a place for you.” Care means that we strive always to “see” the person in front of us—their strengths and weaknesses, struggles and triumphs, past and potential, and inherent dignity and worth. This does not mean that we set low expectations or make excuses for poor efforts. Instead, our commitment to exceptional care means that we set the bar high and provide challenging, honest conversations and feedback because we are deeply invested in seeing every member of our community succeed.

Exceptional Accountability

We are strongly committed to working ethically and effectively. We approach each situation from a position of integrity, knowing that everything we do can help or hinder a positive student experience. We honor the resources and mandates we have been entrusted with and strive always to do our best with what is under our control. We respect each member of our community, seek to understand and fulfill our responsibilities, and recognize both individual and collective successes.

Exceptional Results

We are committed to creating opportunity systematically for as many people as possible. Our engaged curricula, programs, and partnerships address the intellectual and practical needs of our service area and the larger community. We seek to prepare our students to thrive in a rapidly changing economy and an interdependent, complex world. We aspire to greatness in all that we do, while also measuring progress against rigorous metrics that show our students are becoming competent and ethical professionals, lifelong learners, and engaged citizens.

ACTION COMMITMENTS AND OBJECTIVES

Student Success is the essence of UVU's mission and the focus of the mission statement. Action commitments identify thematic areas of activity that lead toward fulfillment of the mission. Objectives are specific actions that UVU will take to achieve its mission. They are not themselves specific, actionable goals for the university, but will be implemented in operational and organizational plans. Success is defined by metrics that assess achievement of the objectives. This structure is identical to UVU's current framework and complies with the requirements of the Northwest Commission on Colleges and Universities (NWCCU), UVU's institutional accreditor.

Include

Objective 1: UVU integrates educational opportunities appropriate to both community colleges and universities.

Objective 2: UVU provides accessible, equitable, and culturally diverse learning experiences and resources for students of all backgrounds, including those historically underrepresented in higher education.

Objective 3: UVU fosters an inviting, safe, and supportive environment in which students, faculty, and staff can succeed.

Engage

Objective 1: UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners.

Objective 2: UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders.

Objective 3: UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability.

Achieve

Objective 1: UVU supports students in completing their educational goals.

Objective 2: UVU students master the learning outcomes of the university and their programs.

Objective 3: UVU prepares students for success in their subsequent learning, professional, and civic pursuits.

Note: Amounts subject to change as 2020-21 budget is finalized

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2019-20 One-time	2020-21 Base	2020-21 One-time	2019-20 One-time	2020-21 Base	2020-21 One-time
Include UVU provides accessible and equitable education opportunities for every student who wants to receive a rewarding postsecondary education Objective 1: UVU integrates educational opportunities appropriate to both community colleges and Enhance and expand STEM programs Mechanical Engineering Faculty Mechanical Engineering Faculty Civil Engineering Faculty Civil Engineering Faculty Civil/Pre Engineering Lecturer Mechanical/Pre Engineering Lecturer Enhance and expand new undergraduate programs Faculty, Architecture, hourly faculty Aerospace Tech Management hourly faculty and current expense Special Education hourly staff Expand graduate programs Education Leadership summer ICHE (9), hourly faculty, current expense, travel Higher Education Leadership summer ICHE (3), current expense, travel Faculty, Marriage and Family Therapy Faculty, Marriage and Family Therapy Marriage and Family Therapy summer ICHE (15) Marriage and Family Therapy library support Physician Assistant program implementation							\$36,210			
Engage UVU delivers rigorous, meaningful, and experiential learning opportunities driven by a shared responsibility for Objective 1: UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners. Expand and enhance engaged learning support Aviation Mechanic Aviation CFI Aviation CFI Aviation CFI Utah Lake Project Objective 2: UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders. Strengthen UVU's Community Engagement, Fundraising, and Communications Efforts Host Regents Meeting Dual-Mission Summit Sponsorship Sr Director Donor Relations University Marketing efforts Targeted messaging UVU's Vision 2030 Libris photo archive University Relations specialized computers Federalism Index Project Enhance facilities that support community engagement Lakemount Manor remodel						\$187,421		\$900,000		
	Academic Affairs	CET		Jan	\$132,802	\$132,802				
	Academic Affairs	CET		Jan	\$132,802	\$132,802				
	Academic Affairs	CET		Jan	\$129,886	\$129,886				
	Academic Affairs	CET		Jan	\$129,886	\$129,886				
	Academic Affairs	CET		Jan	\$84,039	\$84,039				
	Academic Affairs	CET		Jan	\$90,585	\$90,585				
	Academic Affairs	CET	5	Jan		\$118,020				
	Academic Affairs	CHPS		Jan		\$25,047				
	Academic Affairs	SOE	100	Jan		\$2,160				
	Academic Affairs	SOE	100	Jan		\$59,252				
	Academic Affairs	SOE	100	Jan		\$11,486				
	Academic Affairs	CHSS	172	Jan		\$95,429				
	Academic Affairs	CHSS	173	Jan		\$95,429				
	Academic Affairs	CHSS		Jan		\$39,930				
	Academic Affairs	AA				\$16,460				
	Academic Affairs	CHPS	292	April		-\$126,556				
	Academic Affairs	CHPS	362	April					\$95,684	
	Academic Affairs	CHPS	367	April					\$83,892	
	Academic Affairs	CHPS	368	April					\$83,892	
	Academic Affairs	CHPS	369	April					\$83,892	
	Academic Affairs	COS		April	\$300,300					
	University Relations	UR	274	Jan	\$6,500					
	University Relations	UR	279	Jan	\$15,000					
	Institutional Advancement	IA		Jan	\$72,112					
	University Relations	UM	280	Jan	\$118,524					
	University Relations	UM	280	Jan	\$66,476					
	University Relations	UM	257	April	\$15,000					
	University Relations	UM	273	Jan	\$54,000					
	Academic Affairs	CCS		April	\$392,400					
	Academic Affairs	SOA	349	Jan	\$200,000					

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2019-20 One-time	2020-21 Base	2020-21 One-time	2019-20 One-time	2020-21 Base	2020-21 One-time
Objective 3: UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability. Employee compensation and recognition February employee food truck event \$300 base increase for all full-time employees Full-time faculty rank/tenure advancements Medical premium increase 10 percent	Planning/Budget/HR	HR	252	Jan April April April	\$15,000					
Achieve UVU champions a university experience that helps students realize their educational, professional, and personal aspirations. Objective 1: UVU supports students in completing their educational goals. Increase sections to meet enrollment growth CHPS net add sections CHSS net add sections COS net add sections CET net add sections SOE net add sections WSB net add sections Objective 3: UVU prepares students for success in their subsequent learning, professional, and sustain engaged learning opportunities Presidential Internship for OGC and CIDO	Academic Affairs Academic Affairs Academic Affairs Academic Affairs Academic Affairs Academic Affairs Academic Affairs President	CHPS CHSS COS CET SOE WSB OGC/CIDO	335	April						
Organizational Sustainability UVU strategically works to support and sustain the programs, services, technology, and infrastructure to fulfill the university's mission. Implement and sustain innovative practices and technology systems Software/hardware licensing agreements (Civitas, classroom technology, Digital Measures, cloud servers, lecture capture, video conferencing, wireless HDMI, contract inflation, chatbot, Canvas tier 1 support, Adobe, CampusLogic) Classroom technology Registration and marketing technology Enhance and remodel facilities Wee Care Center HVAC Soccer Field resod Budget stabilization and rate changes Internal Reallocations Risk Management rate changes Attorney General reimbursement	Digital Transformation Academic Affairs Academic Affairs Finance & Finance & General Counsel General Counsel	DT AA AA COED Fac Fac OGC OGC	331, 310, 205, 178, 182, 184, 203, 217, 177, 203 187 304 268	April April April Jan Jan April April April		\$272,923 \$350,000 \$120,000 \$350,000 -\$2,915,465 \$177,700 -\$107,900		\$500,000	\$25,000	
TOTAL					\$3,267,943	\$2,950,372	\$36,210	\$1,400,000	\$372,360	\$0

2020-2021 COMPENSATION INCREASE

Approved by President's Council, April 2, 2020

At this time, given the emergent economic impact of COVID-19, Human Resources recommends President's Council consider the following for approval. These recommendations are "within the boundaries of financial feasibility and sustainability" as outlined in [UVU's Compensation Philosophy](#).

- A. As requested by UVU Benefits Committee in its recommendation of 2020-21 benefits changes, an annual base salary increase of \$300 for all full-time employees to help offset employee medical premium increases. This increase will be effective July 1, 2020 and will be communicated to full-time employees prior to benefits open enrollment.
- B. Base salary increase for full-time faculty members previously approved by UVU's Board of Trustees for rank advancement effective July 1, 2020.
- C. The continuation of all [2019-20 salary and wage schedules](#) for 2020-21.

As UVU's 2020-21 financial picture becomes clearer, Human Resources recommends President's Council consider additional 2020-21 compensation increases consistent with [UVU's Compensation Philosophy](#).

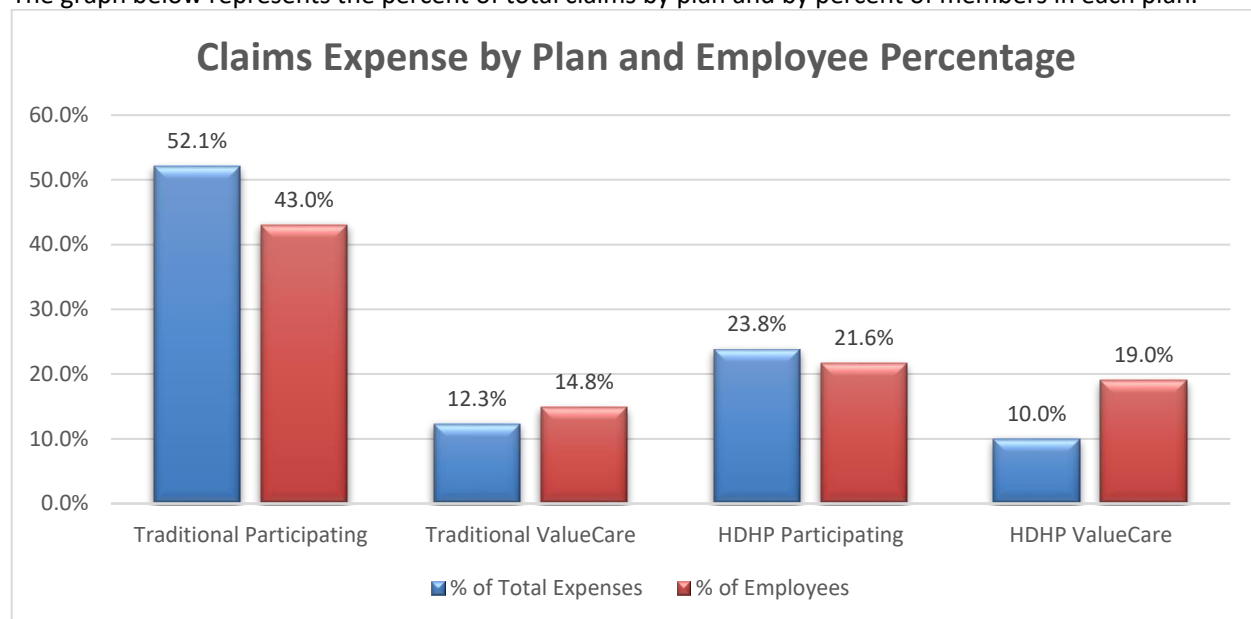
2020-2021 MEDICAL BENEFIT PREMIUMS

Approved by President's Council, March 9, 2020

The UVU Benefits committee has been meeting over the past several months with our benefits consultant, HUB International, to review the performance of UVU's four benefits plans:

1. Traditional – Participating Network (includes all facilities)
2. Traditional – Value Care Network (smaller network, does not include IHC facilities)
3. High Deductible – Participating Network (includes all facilities)
4. High Deductible – Value Care Network (smaller network, does not include IHC facilities)

The graph below represents the percent of total claims by plan and by percent of members in each plan.



Based on the 12-month rolling review of plan performance, the review indicated that premiums for the 2020-2021 base plan would require an increase of 10% and a resetting of premium ratios.

The review specified that claims for family coverage is decreasing as claims for single and couple coverage are increasing. The Benefits committee is requesting a resetting of ratios as follows:

Single: current 1:1; remain as 1:1

Employee + 1: current 2.31:1 to 2.2:1

Employee + 2 or more: current 3.336:1 to 3.1:1

The Benefits Committee, in consultation with HUB, recognized the state requested a 4.53% medical insurance increase and therefore is recommending the following premium changes and recommends a \$300 per full-time employee base salary increase to help offset employee premium share increases.

10% funding for rate increase; 1st year of multiyear movement toward making Traditional Preferred (ValueCare) base plan at 90/10 premium share

Medical Plan	Brief Description	Employee Monthly Premium				Difference		Employee Premium Share	
		2019-20		Proposed 2020-21 (UVU)		\$	%	2019-20	Proposed 2020-21
Traditional Participating Network (PAR)	Low deductible; larger network of providers	Employee Only	\$58.44	Employee Only	\$75.96	\$17.52	30.0%	10.0%	11.0%
		Employee Plus One	\$134.99	Employee Plus One	\$167.08	\$32.09	23.8%	10.0%	11.0%
		Family	\$194.97	Family	\$235.44	\$40.47	20.8%	10.0%	11.0%
Traditional Preferred Network (ValueCare)	Low deductible; smaller network of providers	Employee Only	\$29.22	Employee Only	\$39.22	\$10.00	34.2%	5.0%	6.0%
		Employee Plus One	\$67.49	Employee Plus One	\$86.30	\$18.81	27.9%	5.0%	6.0%
		Family	\$97.48	Family	\$121.60	\$24.12	24.7%	5.0%	6.0%
High Deductible Participating Network (PAR)	High deductible; larger network of providers	Employee Only	\$14.61	Employee Only	\$22.30	\$7.69	52.6%	2.5%	3.5%
		Employee Plus One	\$33.75	Employee Plus One	\$49.04	\$15.29	45.3%	2.5%	3.5%
		Family	\$48.74	Family	\$69.10	\$20.36	41.8%	2.5%	3.5%
High Deductible Preferred Network (ValueCare)	High deductible; smaller network of providers	Employee Only	\$0.00	Employee Only	\$0.00	\$0.00	0.0%	0.0%	0%
		Employee Plus One	\$0.00	Employee Plus One	\$0.00	\$0.00	0.0%	0.0%	0%
		Family	\$0.00	Family	\$0.00	\$0.00	0.0%	0.0%	0%