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# Utah Valley University

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## 2022-23 Operating Budget

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Prepared for Board of Trustees  
June 30, 2022

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## Utah Valley University Budget Team



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## Introduction

In accordance with Utah Board of Higher Education 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 budgets.

Presented for review and approval at the June 30, 2022, Board meeting are UVU's 2022-23 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

	2021-22	2022-23	Change 2021-22 to 2022-23	% Change 2021-22 to 2022-23
<b>Appropriated</b>				
Education & General	\$288,994,000	\$308,399,600	\$19,405,600	6.71%
Ed Disadvantaged	\$190,700	\$201,600	\$10,900	5.72%
Fire & Rescue Training	\$4,574,900	\$4,750,100	\$175,200	3.83%
<b>TOTAL Appropriated</b>	<b>\$293,759,600</b>	<b>\$313,351,300</b>	<b>\$19,591,700</b>	<b>6.67%</b>
<b>Auxiliaries</b>				
Campus Store	\$4,373,000	\$3,464,989	-\$908,011	-20.76%
Dining Services	\$3,670,000	\$4,025,000	\$355,000	9.67%
Student Center	\$2,203,080	\$2,196,720	-\$6,360	-0.29%
Student Life & Wellness Center	\$3,173,840	\$3,344,940	\$171,100	5.39%
<b>Other Programs</b>				
Athletics	\$6,374,260	\$6,349,500	-\$24,760	-0.39%
Student Health Services	\$523,240	\$591,360	\$68,120	13.02%
Student Programs	\$2,960,080	\$3,062,540	\$102,460	3.46%
<b>TOTAL Auxiliaries/Other Programs</b>	<b>\$23,277,500</b>	<b>\$23,035,049</b>	<b>-\$242,451</b>	<b>-1.04%</b>
<b>Institutional Discretionary</b>				
Institutional Investment Income	\$3,462,051	\$2,938,907	-\$523,144	-15.11%
Unrestricted Gifts	\$11,000	\$11,000	\$0	0.00%
<b>TOTAL Institutional Discretionary</b>	<b>\$3,473,051</b>	<b>\$2,949,907</b>	<b>-\$523,144</b>	<b>-15.06%</b>

Table 1

## Appropriated Operating Budget

Utah Valley University has three ongoing line items appropriated by the Legislature—Education & General (primary operating budget), Educationally Disadvantaged, and 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
- 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 and fees setting processes
- Demonstrates fiscal responsibility and sustainability
- Provides sufficient flexibility to respond to unanticipated circumstances

## Education and General

Revenue consists of two primary sources:

- Tax Funds—education fund, general fund, and education fund-restricted
- Dedicated Credits—tuition, certain fees (for example, admissions, graduation), and other income as outlined in UBHE policy

Ongoing base tax funds increased 12 percent—\$16,771,900; this is the second largest increase in base tax funds in UVU history. Dedicated credits revenue is based on FY22 projected revenues adjusted for tuition increase, enrollment change, scholarship/tuition waivers changes, etc., resulting in dedicated credits increase of 1.8 percent—\$2,633,700. In total, UVU's Education and General revenue increased \$19,405,600 or 6.7 percent.

### 2022-23 Education & General Revenue Budget

Revenue Source	Initial Budget		
	2021-22	2022-23	\$ Change
<b>State Tax Funds</b>			
General Fund	\$5,700	\$100,005,700	\$100,000,000
Education Fund	\$137,568,300	\$54,340,200	(\$83,228,100)
Education Fund Restricted	\$2,038,300	\$2,038,300	\$0
<b>Dedicated Credits</b>			
Tuition and Fees	\$149,253,400	\$151,880,200	\$2,626,800
Other Income	\$128,300	\$135,200	\$6,900
<b>TOTAL Education and General</b>	<b>\$288,994,000</b>	<b>\$308,399,600</b>	<b>\$19,405,600</b>

Table 2

## 2021-22 to 2022-23 Revenue Changes

Education and General	2021-22 Initial Budget	Changes	2022-23 Initial Budget
<b>Tax Funds</b>	<b>\$139,612,300</b>	<b>\$16,771,900</b>	<b>\$156,384,200</b>
O&M for Keller Building (2 months)		\$244,500	
Compensation		\$10,275,200	
Risk Management/Attorney General rate increase		\$157,600	
Performance Based Funds		\$4,844,600	
Civic Thought & Leadership		\$1,250,000	
<b>Dedicated Credits</b>	<b>\$149,381,700</b>	<b>\$2,633,700</b>	<b>\$152,015,400</b>
2022-23 Tuition Increase for Compensation & Mandated Costs		\$6,235,700	
2022-23 Tuition Increase for Shifting of Fees		\$379,500	
2021-22 Enrollment Based Tuition Revenue		-\$5,644,900	
2021-22 Tuition Waivers		-\$358,400	
2022-23 Tuition from Enrollment in New/Expanding Programs		\$1,880,500	
2022-23 Tuition Waivers		-\$100,000	
Other Revenue Changes (fees, write-offs/collections, etc.)		\$241,300	
<b>TOTAL</b>	<b>\$288,994,000</b>	<b>\$19,405,600</b>	<b>\$308,399,600</b>

Table 3

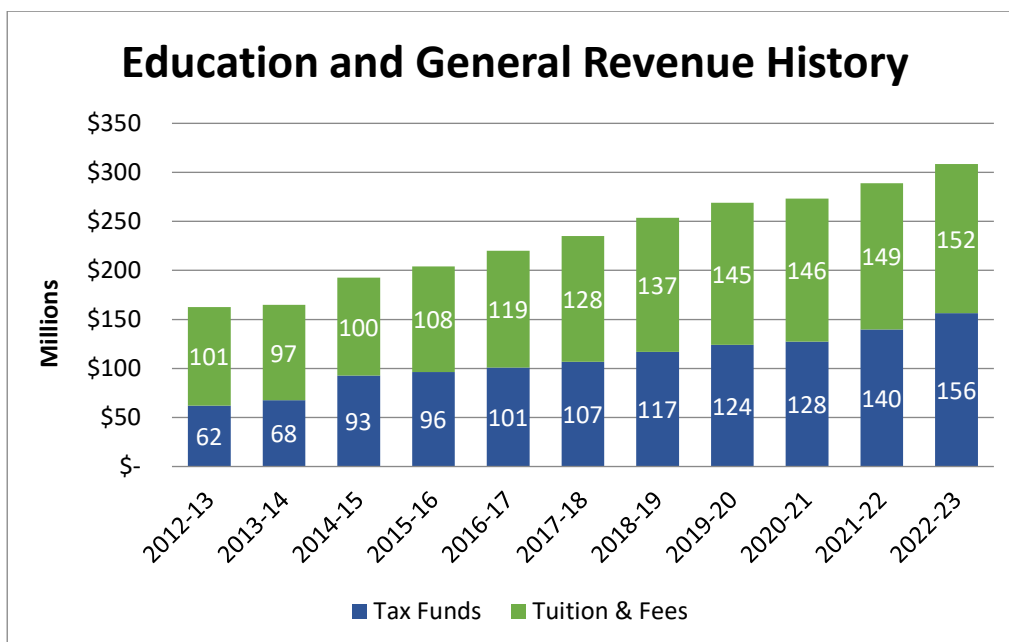


Figure 1

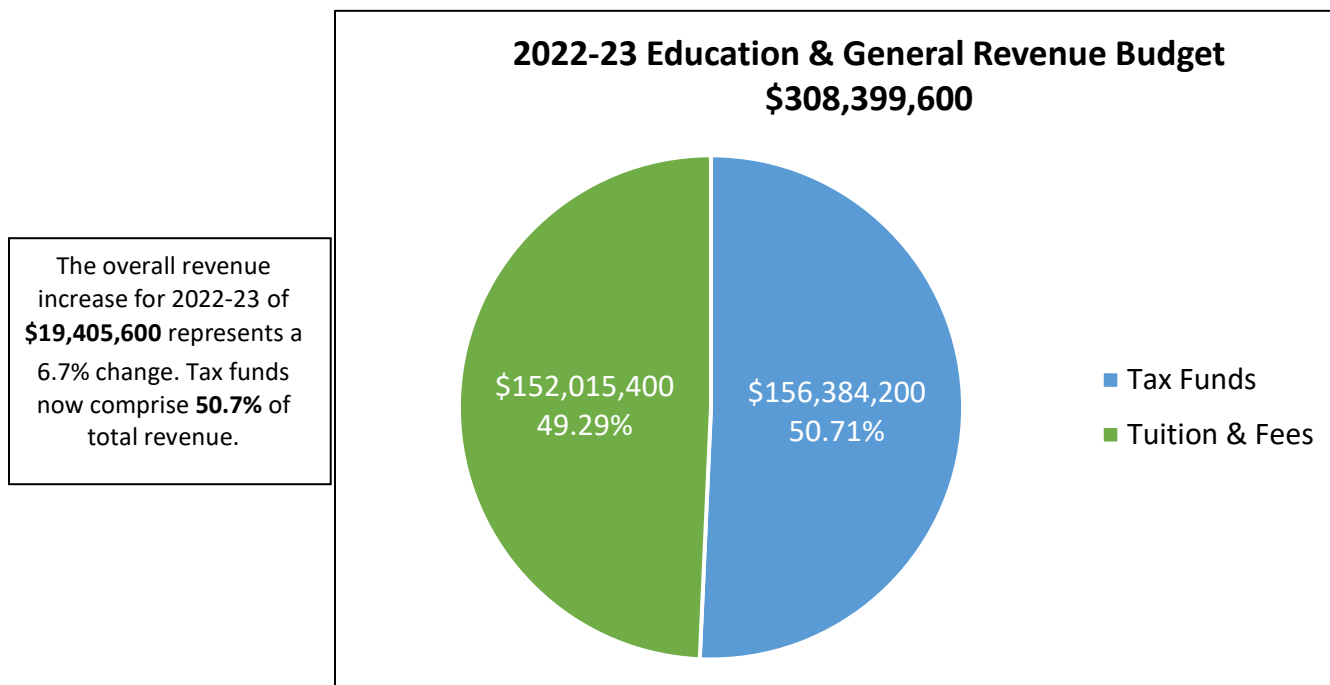


Figure 2

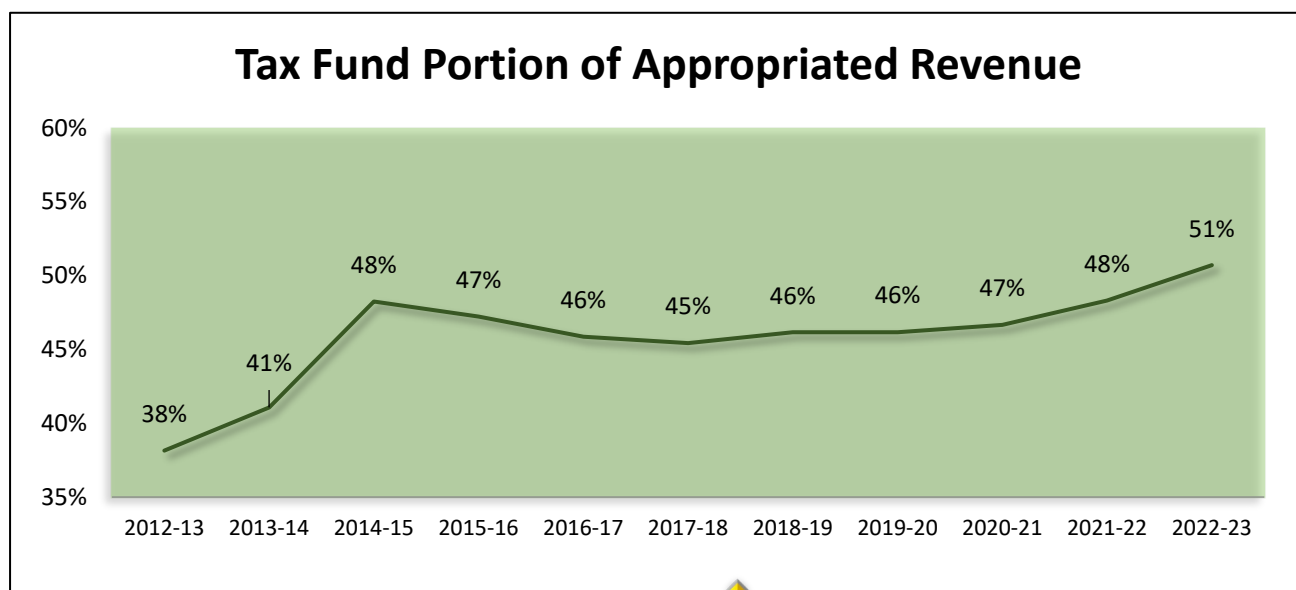


Figure 3

## Enrollment

While UVU's student headcount increased slightly in Fall 2021, UVU experienced a decline in budget-related FTE students with significant decline (approximately 1,000) of Utah residents. Concurrent enrollment continues to grow; however, these students pay \$5 per credit hour. After several years of decline, non-resident student enrollment stabilized. The decline in budget-related FTE resulted in a corresponding decline in tuition revenue.

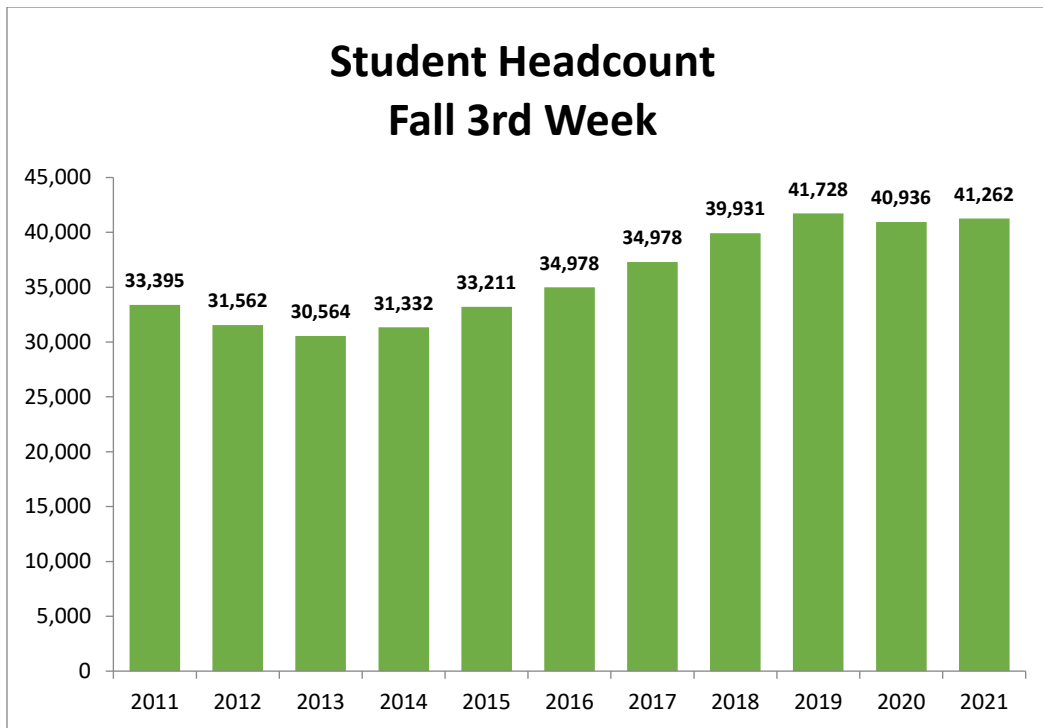


Figure 4

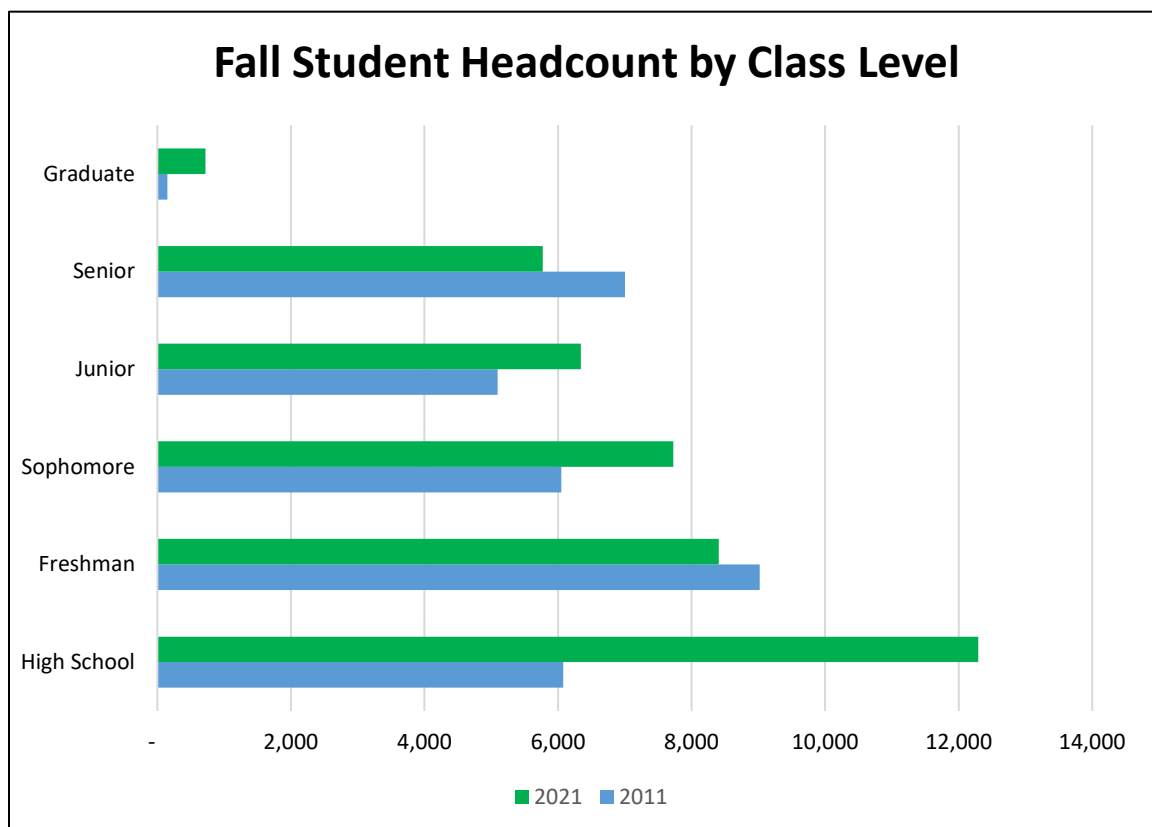
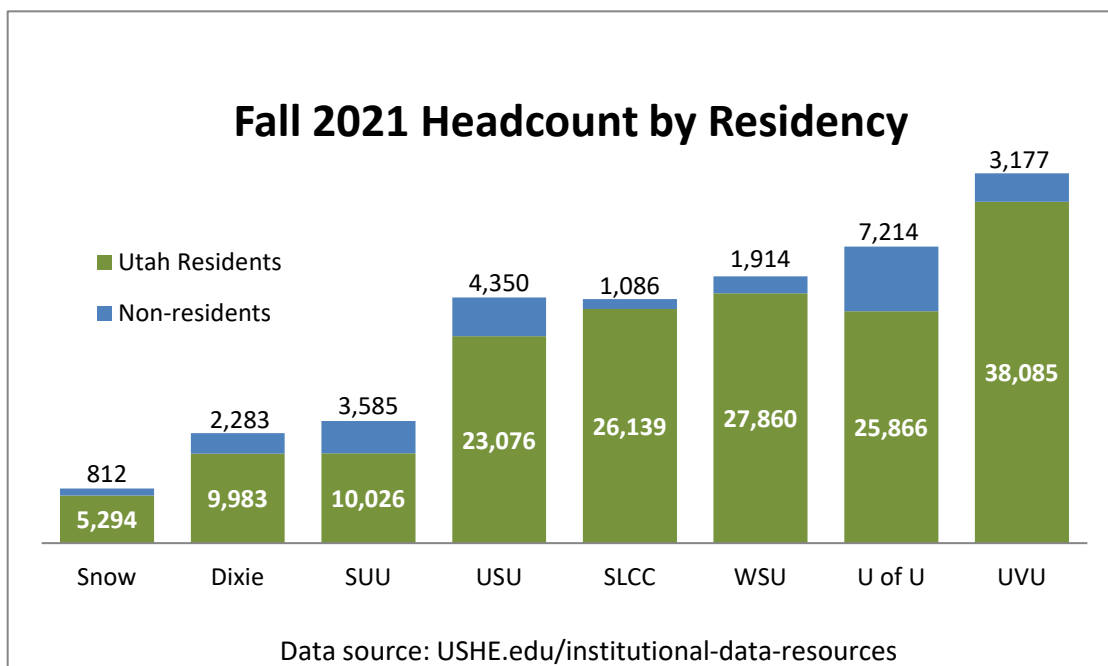




Figure 5



In Fall 2021, UVU enrolled both the largest number of total students and Utah residents in the Utah System of Higher Education.

Figure 6

**STUDENT  
HEADCOUNT**  
Since 2011, UVU has  
experienced the  
largest growth in  
student headcount in  
the Utah System of  
Higher Education.

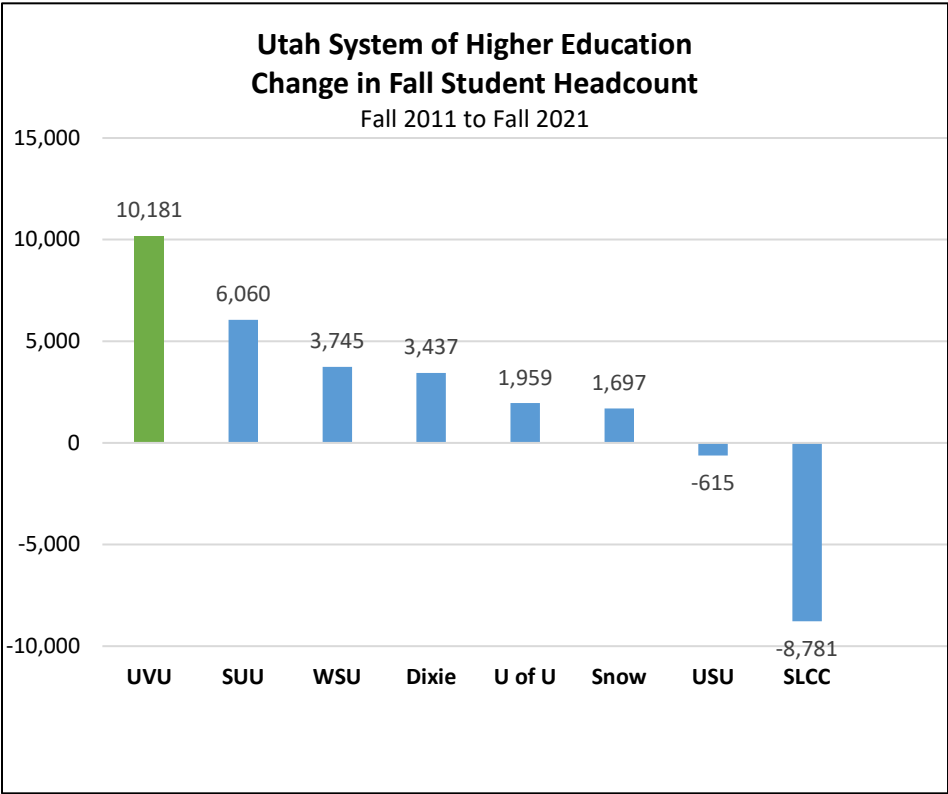
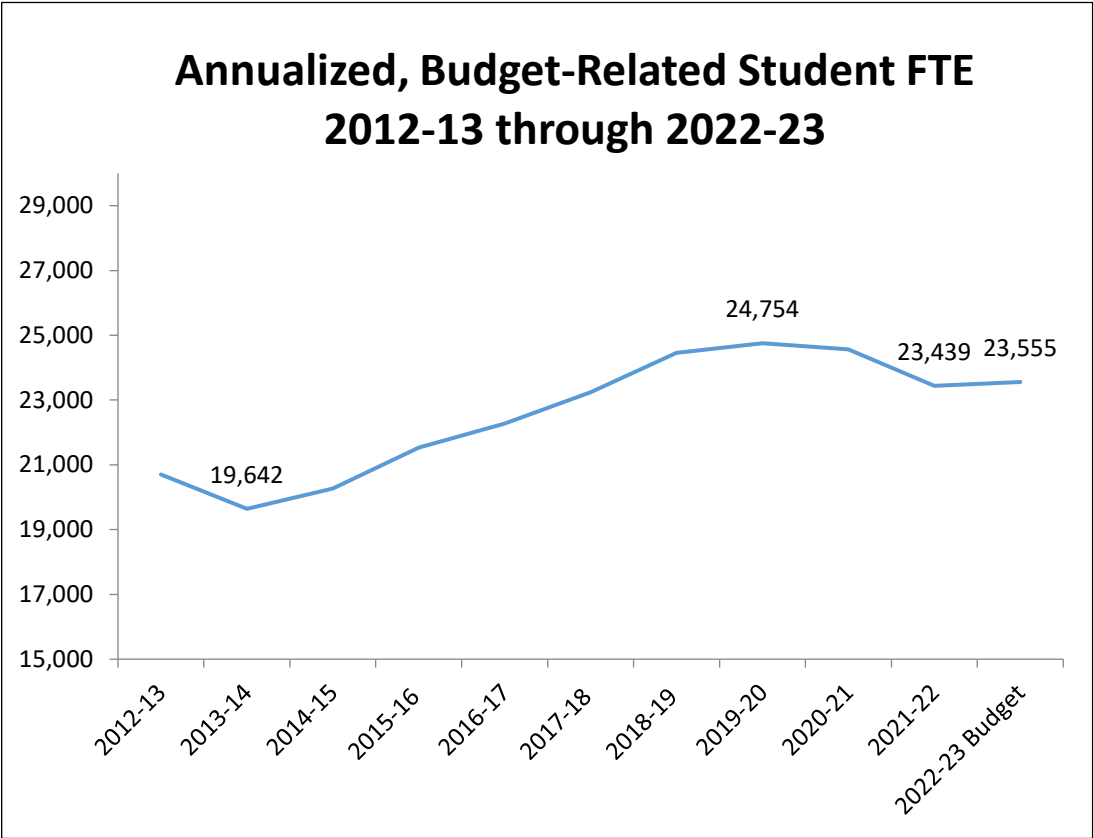


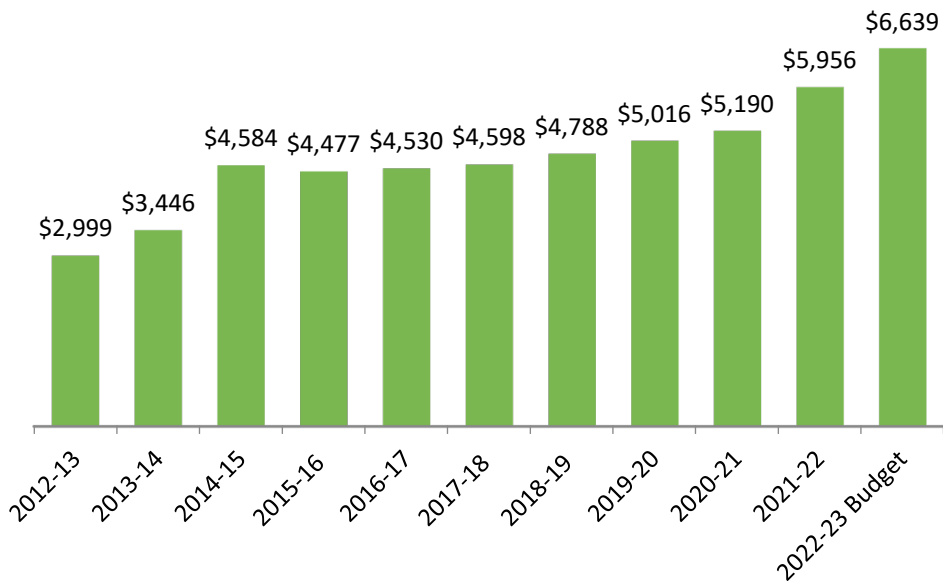
Figure 7



**ANNUALIZED  
STUDENT FTE**  
After experiencing  
26 percent growth  
between 2013-14  
and 2019-20,  
annualized student  
FTE decreased  
dramatically in  
2021-22.

Figure 8

## Tax Funds Per Student FTE 2012-13 through 2022-23



### Tax Funds per Student FTE

The 2014-15 allocation of \$21.1 million to address acute equity together with continuing tax fund investment has provided a more reasonable tax fund base. Enrollment decline combined with the second largest new tax fund allocation for 2022-23 results in a significant change in tax funds per student FTE.

Figure 9

## Tuition & Fees

UVU's 2022-23 undergraduate tuition increased by 4.6 percent with general student fees increasing by 2.1 percent for a total tuition and fees increase of 4.3 percent (Appendix A).

Revenue from the tuition increase is being used to shift some programs/services previously funded by student fees to tuition and to fund compensation and internal service fund increases. These changes are consistent with UVU's access mission and commitment to keeping tuition and fees as low as possible.

UVU Tuition & Fees History		
Resident Undergraduate		
Academic Year		
Academic Year	Tuition	Tuition & Fees
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
2021-22	\$5,368	\$6,010
2022-23	\$5,614	\$6,270

Table 4

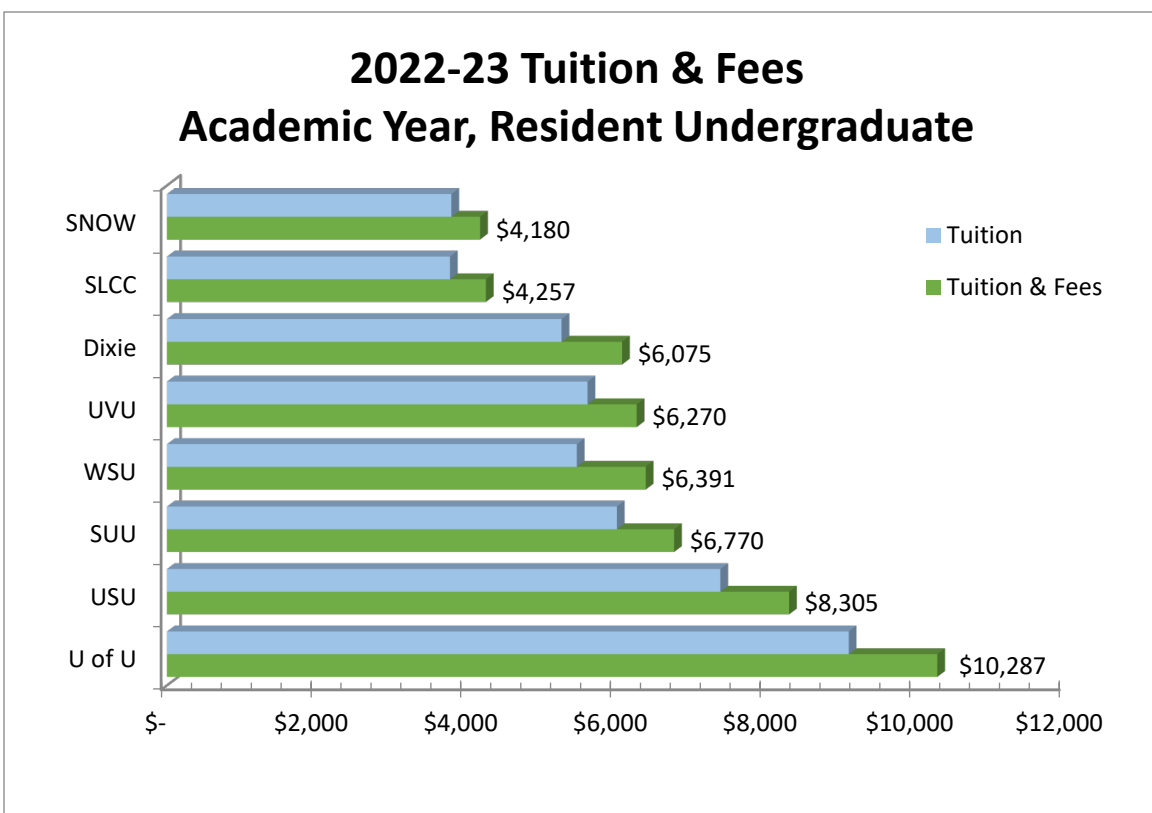


Figure 10

## Expenditures

The expenditure budget implements the resource allocations determined through legislative intent, the tuition increase process, and UVU's PBA process. Governing body's involvement has included approval of tuition and general student fees; approval of 2022-23 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 strategic plan and by participating in PBA conversations within their department, school/college, and division and/or the university PBA conversations.

## 2021-22 Planning, Budget & Assessment (PBA) Cycle

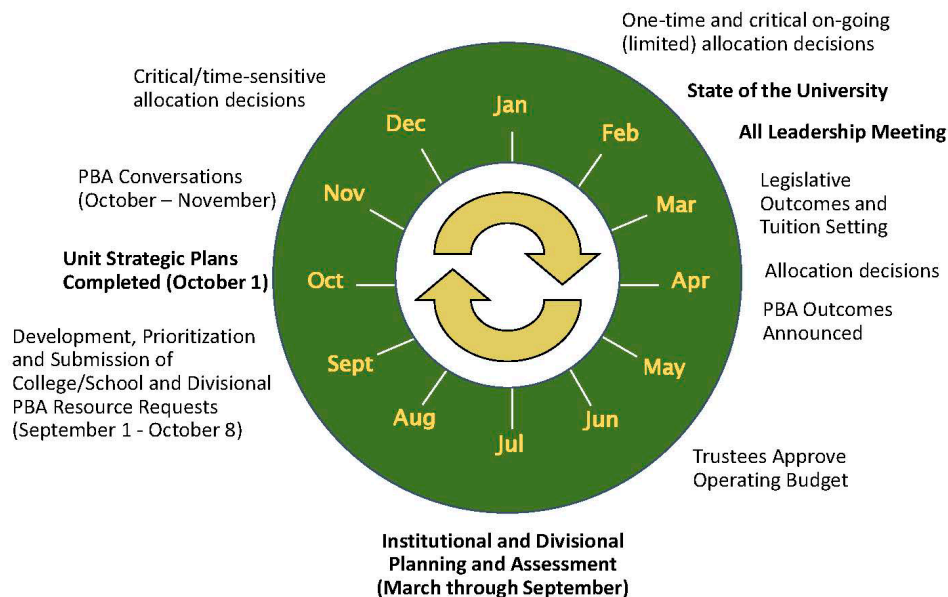


Figure 10

# 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, Action Commitments (Appendix B), and Vision 2030. The allocation detail (reviewed and affirmed by President's Council) identifies initiatives funded in support of UVU's Action Commitments (Appendix C).

2021-22 highlights of changes from new resource allocations and existing resource reallocations:

## INCLUDE

UVU integrates educational opportunities appropriate to both community colleges and universities

- Develop, enhance and expand healthcare programs
  - 6 tenure track faculty, 1 non-tenure track faculty
  - 3 staff
- Enhance undergraduate programs
  - 1 staff
- Expand graduate programs to meet community needs
  - 2 tenure track faculty, 1 non-tenure track faculty
  - 1 staff

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

- Strengthen outreach and internal support for historically underrepresented students
  - 5 staff
- Expand flexible educational and online offerings
  - 8 staff

## ENGAGE

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

- Expand engaged learning opportunities
  - 5 staff

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

- Strengthen UVU's community engagement, fundraising, and communications efforts
  - 12 staff, 1 executive

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

- Employee compensation and training

## ACHIEVE

UVU supports students in completing their educational goals

- Improve student retention and completion
  - 4 staff
- Strengthen instructional, academic support, and student services programs and services
  - 1 staff

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

- Improve civic education and engagement
  - Civic Thought and Leadership Initiative
  - Herbert Public Policy Institute

## 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
  - 1 staff
- Provide operation and maintenance funds for new facilities
  - Keller Building funding completion
- Provide staffing, operating funds, and equipment to support programs and services
  - 6 staff
- Enhance and remodel facilities
  - Women's Success Center
  - Wee Care classroom
  - Young Living Alumni Center
  - Education Building
- Budget stabilization and rate changes
  - Shift of student fees to tuition

Additionally, UVU allocated \$2,878,709 of Federal HEERF institutional funds to:

- Expand flexible education offerings
- Implement and sustain innovative practices and technology solutions
- Student health and safety

**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 5

## Appropriated Operating Budget

<b>Education &amp; General Base Operating Budget</b>				
<b>by Functional Classification</b>				
<b>Comparison for 2021-22 and 2022-23</b>				
	2021-22	2022-23	\$ Change	% Change
Instruction	\$141,826,016	\$143,845,372	\$2,019,356	1.52%
Public Service	\$195,218	\$476,755	\$281,537	181.95%
Library	\$4,679,807	\$4,883,474	\$203,667	4.55%
Academic Support	\$29,429,718	\$38,341,133	\$8,911,415	29.28%
Athletics	\$5,614,982	\$6,126,012	\$511,030	12.01%
Student Services	\$24,784,110	\$24,744,553	(\$39,557)	-0.20%
Institutional Support	\$57,034,549	\$63,276,384	\$6,241,835	11.85%
Scholarships	\$1,535,486	\$1,535,486	\$0	0.00%
O&M	\$23,894,114	\$25,170,431	\$1,276,317	5.86%
<b>Total Expenditures</b>	<b>\$288,994,000</b>	<b>\$308,399,600</b>	<b>\$19,405,600</b>	<b>7.22%</b>

Table 6



## 2022-23 Education & General Base Operating Budget by Functional Classification

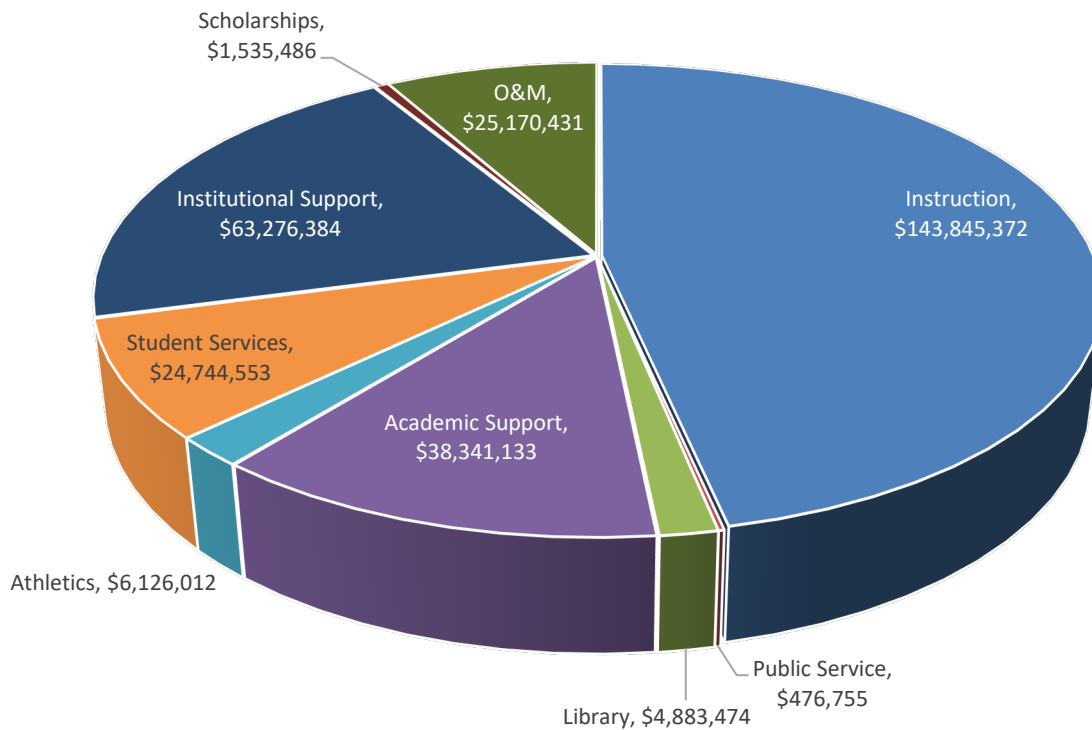


Figure 11

Percent of Budget	
Functional Classification	2022-23
Instruction	46.64%
Public Service	0.15%
Academic Support	12.43%
Library	1.58%
Student Services	8.02%
Athletics	1.99%
Institutional Support	20.52%
Scholarships	0.50%
O&M	8.16%
<b>TOTAL</b>	<b>100.00%</b>

Table 7

<b>Appropriated Base Operating Budget</b>				
<b>by Natural Classification</b>				
<b>EDUCATION AND GENERAL</b>				
	<b>2021-22</b>	<b>2022-23</b>	<b>\$ Change</b>	<b>% Change</b>
Faculty Salaries	\$63,429,052	\$73,577,321	\$10,148,269	16.00%
Faculty Hourly	\$19,387,129	\$17,460,737	-\$1,926,392	-9.94%
Executive Salaries	\$6,077,380	\$6,753,851	\$676,471	11.13%
Staff Salaries	\$73,213,401	\$75,178,922	\$1,965,521	2.68%
Staff Hourly	\$12,626,202	\$14,723,884	\$2,097,682	16.61%
<b>Total Salaries &amp; Wages</b>	<b>\$174,733,164</b>	<b>\$187,694,715</b>	<b>\$12,961,551</b>	<b>7.42%</b>
Employee Benefits	\$73,770,849	\$78,343,385	\$4,572,536	6.20%
<b>Total Personnel Services</b>	<b>\$248,504,013</b>	<b>\$266,038,101</b>	<b>\$17,534,088</b>	<b>7.06%</b>
Current Expense	\$33,172,238	\$35,102,215	\$1,929,977	5.82%
Travel	\$1,313,771	\$1,255,306	-\$58,465	-4.45%
Capital Equipment	\$312,996	\$312,996	\$0	0.00%
Fuel & Power	\$4,155,496	\$4,155,496	\$0	0.00%
Scholarships	\$1,535,486	\$1,535,486	\$0	0.00%
<b>Total Expenditures</b>	<b>\$288,994,000</b>	<b>\$308,399,600</b>	<b>\$19,405,600</b>	<b>6.71%</b>

Table 8

## 2022-23 Education & General Base Operating Budget by Natural Classification

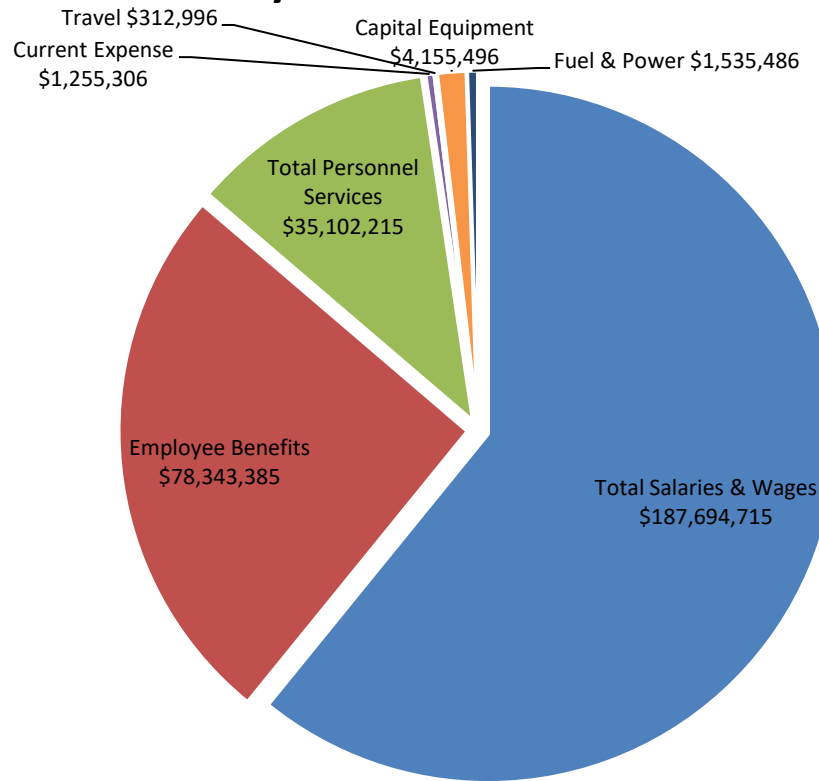


Figure 12

Percent of Budget	
Natural Classification	2022-23
Salaries & Wages	60.9%
Employee Benefits	25.4%
Current Expense	11.4%
Travel	0.4%
Capital Equipment	0.1%
Fuel & Power	1.3%
Scholarship	0.5%
<b>TOTAL</b>	<b>100.0%</b>

Table 9

## Educationally Disadvantaged

<b>2021-22 TO 2022-23 Revenue Changes</b>			
<b>Educationally Disadvantaged</b>	<b>2021-22 Initial Budget</b>	<b>Changes for 2022-23 Budget</b>	<b>2022-23 Initial Budget</b>
<b>Tax Funds</b>	<b>\$190,700</b>	<b>\$10,900</b>	<b>\$201,600</b>
Salary, wage, and medical benefit increases		\$10,900	
<b>TOTAL</b>	<b>\$190,700</b>	<b>\$10,900</b>	<b>\$201,600</b>

Table 10

<b>Educationally Disadvantaged Appropriated Base Operating Budget by Natural Classification Comparison for 2021-22 and 2022-23</b>				
<b>Student Services</b>	<b>2021-22</b>	<b>2022-23</b>	<b>\$ Change</b>	<b>% Change</b>
Staff Salaries	\$118,330	\$127,222	\$8,892	7.5%
Staff Hourly	\$8,869	\$6,133	-\$2,736	-30.8%
Total Salaries & Wages	\$127,199	\$133,355	\$6,156	4.8%
Employee Benefits	\$63,501	\$68,245	\$4,744	7.5%
Total Personal Services	\$190,700	\$201,600	\$10,900	5.7%
<b>Total</b>	<b>\$190,700</b>	<b>\$201,600</b>	<b>\$10,900</b>	<b>5.7%</b>

Table 11

## Fire and Rescue Training

During the 2020 general legislative session, Senate Bill 209 allocated 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.

<b>2021-22 to 2022-23 Revenue Changes</b>			
<b>Fire and Rescue Training</b>	<b>2021-22 Initial Budget</b>	<b>Changes for 2022-23</b>	<b>2022-23 Initial Budget</b>
<b>Tax Funds</b>	<b>\$4,574,900</b>	<b>\$175,200</b>	<b>\$4,750,100</b>
Salary, wage, and medical benefit increase		\$175,200	
<b>TOTAL</b>	<b>\$4,574,900</b>	<b>\$175,200</b>	<b>\$4,750,100</b>

Table 12

<b>Fire and Rescue Training Appropriated Base Operating Budget by Natural Classification Comparison</b>				
<b>Instruction</b>	<b>2021-22</b>	<b>2022-23</b>	<b>\$ Change</b>	<b>% Change</b>
Executive Salaries	\$11,952	\$12,819	\$867	7.3%
Staff Salaries	\$1,378,748	\$1,471,997	\$93,249	6.8%
Hourly Faculty	\$680,460	\$735,000	\$54,540	8.0%
Hourly Staff	\$163,680	\$176,550	\$12,870	7.9%
Total Salaries & Wages	\$2,234,840	\$2,396,366	\$161,526	7.2%
Employee Benefits	\$953,146	\$1,001,218	\$48,072	5.0%
Total Personnel Services	\$3,187,986	\$3,397,584	\$209,598	6.6%
Current Expense	\$1,219,914	\$1,055,516	-\$164,398	-13.5%
Travel	\$167,000	\$297,000	\$130,000	77.8%
<b>Total Expenditure</b>	<b>\$4,574,900</b>	<b>\$4,750,100</b>	<b>\$175,200</b>	<b>3.8%</b>

Table 13

## Auxiliaries Operating Budget

Utah Valley University has four Auxiliaries (as defined by the Utah Board of Higher Education)—Campus Store, 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.

Campus Store Operating Budget Comparison for Fiscal Years 2021-22 and 2022-23				
	2021-22	2022-23	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$4,373,000	\$3,464,989	-\$908,011	-20.76%
Student Fees			\$0	0.00%
Other Income			\$0	0.00%
<b>TOTAL REVENUE</b>	<b>\$4,373,000</b>	<b>\$3,464,989</b>	<b>-\$908,011</b>	<b>\$0</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$534,392	\$568,023	\$33,631	6.29%
Hourly Staff	\$300,000	\$428,040	\$128,040	42.68%
Benefits	\$368,508	\$274,147	-\$94,361	-25.61%
Current Expense	\$475,000	\$205,000	-\$270,000	-56.84%
Cost of Goods Sold	\$2,672,381	\$1,975,044	-\$697,337	-26.09%
Travel	\$11,500	\$8,000	-\$3,500	-30.43%
Capital				0.00%
Subtotal Expenditures	<b>\$4,361,781</b>	<b>\$3,458,253</b>	<b>-\$903,527</b>	<b>-20.71%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$11,219	\$6,735	-\$4,484	-39.96%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$11,219</b>	<b>\$6,735</b>	<b>-\$4,484</b>	<b>\$0</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$4,373,000</b>	<b>\$3,464,989</b>	<b>-\$908,011</b>	<b>-20.76%</b>

Table 14

## Dining Services Operating Budget

### Comparison for Fiscal Years 2021-22 and 22-23

	2021-22	2022-23	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$3,500,000	\$3,800,000	\$300,000	8.57%
Student Fees	\$0	\$0	\$0	0.00%
Other Income	\$170,000	\$225,000	\$55,000	32.35%
<b>TOTAL REVENUE</b>	<b>\$3,670,000</b>	<b>\$4,025,000</b>	<b>\$355,000</b>	<b>9.67%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$417,477	\$603,750	\$186,273	44.62%
Hourly Staff	\$569,367	\$684,250	\$114,883	20.18%
Benefits	\$297,656	\$419,844	\$122,188	41.05%
Current Expense	\$420,000	\$200,000	-\$220,000	-52.38%
Cost of Goods Sold	\$1,284,500	\$1,408,750	\$124,250	9.67%
Travel	\$3,000	\$5,000	\$2,000	66.67%
Capital	\$500,000	\$25,000	-\$475,000	-95.00%
Subtotal Expenditures	<b>\$3,492,000</b>	<b>\$3,346,594</b>	<b>-\$145,406</b>	<b>-4.16%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$178,000	\$678,406	\$500,406	281.13%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$178,000</b>	<b>\$678,406</b>	<b>\$500,406</b>	<b>281.13%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$3,670,000</b>	<b>\$4,025,000</b>	<b>\$355,000</b>	<b>9.67%</b>

Table 15

## Student Center Operating Budget

### Comparison for Fiscal Years 2021-22 and 2022-23

	2021-22	2022-23	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$150,000	\$240,000	\$90,000	60.00%
Student Fees	\$1,718,080	\$1,656,720	-\$61,360	-3.57%
Other Income	\$335,000	\$300,000	-\$35,000	-10.45%
<b>TOTAL REVENUE</b>	<b>\$2,203,080</b>	<b>\$2,196,720</b>	<b>-\$6,360</b>	<b>-0.29%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$681,686	\$726,308	\$44,622	6.55%
Hourly Staff	\$350,000	\$513,000	\$163,000	46.57%
Benefits	\$406,263	\$456,427	\$50,164	12.35%
Current Expense	\$715,131	\$449,985	-\$265,146	-37.08%
Travel	\$20,000	\$21,000	\$1,000	5.00%
Capital	\$25,000	\$25,000	\$0	0.00%
Subtotal Expenditures	<b>\$2,198,080</b>	<b>\$2,191,720</b>	<b>-\$6,360</b>	<b>-0.29%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$5,000	\$5,000	\$0	0.00%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$5,000</b>	<b>\$5,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$2,203,080</b>	<b>\$2,196,720</b>	<b>-\$6,360</b>	<b>-0.29%</b>

Table 16



Student Life & Wellness Center Operating Budget				
Comparison for Fiscal Years 2021-22 and 2022-23				
	2021-22	2022-23	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$450,000	\$450,000	\$0	0.00%
Student Fees	\$2,723,840	\$2,894,940	\$171,100	6.28%
Other Income			\$0	0.00%
<b>TOTAL REVENUE</b>	<b>\$3,173,840</b>	<b>\$3,344,940</b>	<b>\$171,100</b>	<b>5.39%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$825,058	\$1,153,028	\$327,970	39.75%
Hourly Staff	\$550,000	\$460,271	-\$89,729	-16.31%
Benefits	\$542,866	\$574,800	\$31,934	5.88%
Current Expense	\$1,097,884	\$1,050,994	-\$46,890	-4.27%
Cost of Goods Sold	\$15,000	\$15,000	\$0	0.00%
Travel	\$60,000	\$25,000	-\$35,000	-58.33%
Capital	\$70,000	\$55,000	-\$15,000	-21.43%
Subtotal Expenditures	<b>\$3,160,808</b>	<b>\$3,334,093</b>	<b>\$173,285</b>	<b>5.48%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$13,032	\$10,847	-\$2,185	-16.77%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$13,032</b>	<b>\$10,847</b>	<b>-\$2,185</b>	<b>-16.77%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$3,173,840</b>	<b>\$3,344,940</b>	<b>\$171,100</b>	<b>5.39%</b>

Table 17

<b>Athletics Operating Budget</b> <b>Comparison for Fiscal Years 2021-22 and 2022-23</b>				
	2021-22	2022-23	\$ Change	% Change
<b>BEGINNING OPERATING BALANCE</b>				
Fund Balance Beginning of Fiscal Year			\$0	0.00%
<b>REVENUE</b>				
Sales & Services	\$819,500	\$954,500	\$135,000	16.47%
Student Fees	\$4,659,760	\$4,310,000	-\$349,760	-7.51%
Donations	\$735,000	\$870,000	\$135,000	18.37%
Other Income	\$160,000	\$215,000	\$55,000	34.38%
<b>TOTAL REVENUE</b>	<b>\$6,374,260</b>	<b>\$6,349,500</b>	<b>-\$24,760</b>	<b>-0.33%</b>
<b>EXPENDITURES</b>				
Salaried Staff	\$498,331	\$580,000	\$81,669	16.39%
Hourly Staff	\$580,000	\$600,000	\$20,000	3.45%
Benefits	\$289,960	\$250,000	-\$39,960	-13.78%
Current Expense	\$2,300,000	\$2,300,000	\$0	0.00%
Student Aid	\$800,000	\$919,500	\$119,500	14.94%
Travel	\$1,900,000	\$1,700,000	-\$200,000	-10.53%
Capital	\$0	\$0	\$0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$6,368,291</b>	<b>\$6,349,500</b>	<b>-\$18,791</b>	<b>-0.30%</b>
<b>ENDING OPERATING BALANCE</b>	<b>\$5,969</b>	<b>\$0</b>	<b>-\$5,969</b>	<b>-100.00%</b>

Table 18

<b>Student Health Services</b> <b>Comparison for Fiscal Years 2021-22 and 2022-23</b>				
	2021-22	2022-23	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$45,000	\$60,000	\$15,000	33.33%
Student Fees	\$478,240	\$531,360	\$53,120	11.11%
<b>TOTAL REVENUE</b>	<b>\$523,240</b>	<b>\$591,360</b>	<b>\$68,120</b>	<b>13.02%</b>
<b>BUDGETED EXPENDITURES</b>				
<b>Expenditures</b>				
Salaried Staff	\$238,325	\$260,660	\$22,335	9.37%
Hourly Staff	\$80,453	\$137,450	\$56,997	70.85%
Benefits	\$131,462	\$144,869	\$13,407	10.20%
Cost of Goods Sold	\$0	\$0	\$0	0.00%
Travel	\$3,000	\$3,000	\$0	0.00%
Current	\$70,000	\$45,381	-\$24,619	-35.17%
<b>TOTAL BUDGETED EXPENDITURES</b>	<b>\$523,240</b>	<b>\$591,360</b>	<b>\$68,120</b>	<b>13.02%</b>

Table 19

<b>Student Programs Operating Budget Comparison for Fiscal Years 2021-22 and 2022-23</b>				
	2021-22	2022-23	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$150,000	\$200,000	\$50,000	33.33%
Student Fees	\$2,810,080	\$2,862,540	\$52,460	1.87%
Other Income	\$0	\$0	\$0	0.00%
<b>TOTAL REVENUE</b>	<b>\$2,960,080</b>	<b>\$3,062,540</b>	<b>\$102,460</b>	<b>3.46%</b>
<b>EXPENDITURES</b>				
Salaried Staff	\$634,154	\$803,398	\$169,244	26.69%
Hourly Staff	\$200,780	\$244,110	\$43,330	21.58%
Benefits	\$384,320	\$449,033	\$64,713	16.84%
Current Expense	\$1,640,826	\$1,465,999	-\$174,827	-10.65%
Travel	\$100,000	\$100,000	\$0	0.00%
Capital	\$0	\$0	\$0	0.00%
Subtotal Expenditures	<b>\$2,960,080</b>	<b>\$3,062,540</b>	<b>\$102,460</b>	<b>3.46%</b>
<b>NET OPERATING REVENUE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>

Table 20

# 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 investment earnings during and estimated year-end balances from 2021-22. Adjustments for both actual earnings and unexpended year-end balances will be presented to the Board in the fall.

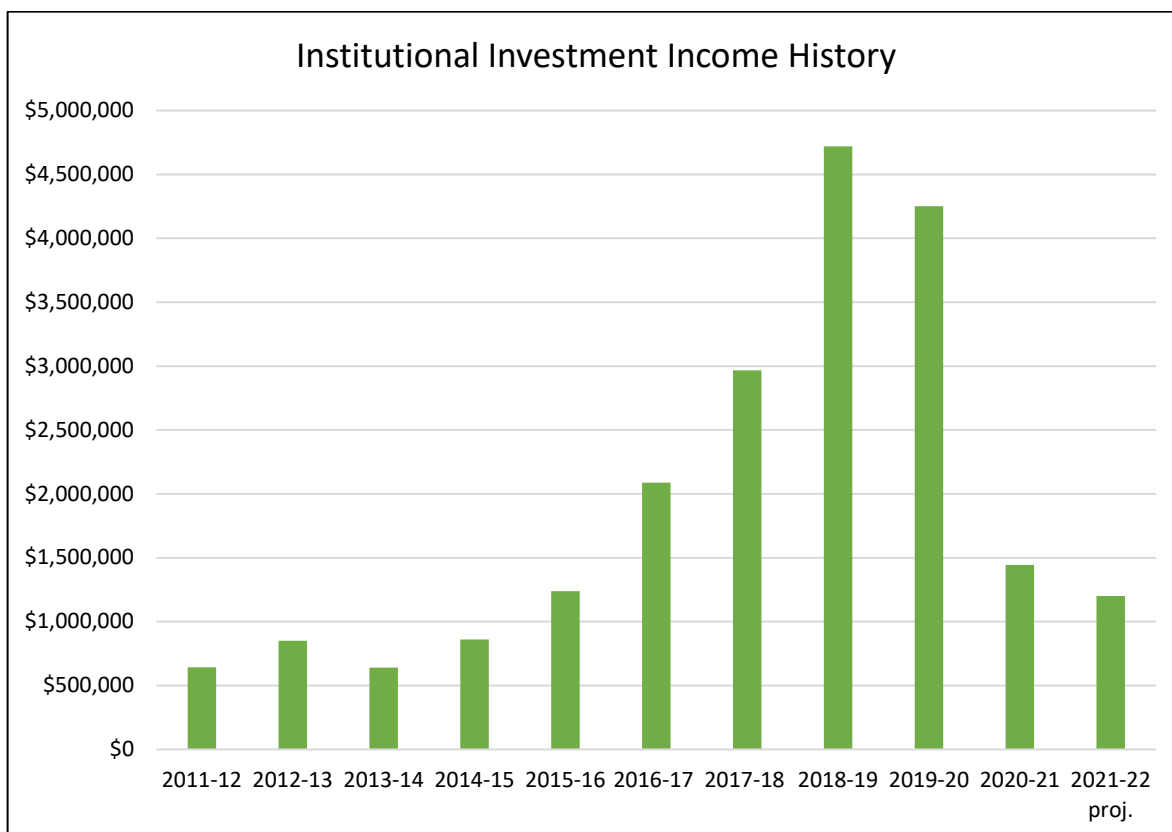


Figure 13

## Expenditures

The expenditure budget implements the resource allocations determined through UVU's PBA process and through action of the Board of Trustees.

# **Institutional Discretionary Funds**

**2022-23 Initial Budget**

June 30, 2022

## **Institutional Investment Income**

	<b>2021-22</b>	<b>2022-23</b>
	<b>Revised</b>	
<b>Revenue</b>	<b>Revenue</b>	<b>Initial Budget</b>
Investment Revenue From Prior Year	\$1,444,981	\$1,200,000
Carry forward from Prior Year	\$11,368,850	\$1,738,907
Available Revenue	\$12,813,831	\$2,938,907

	<b>2021-22</b>	<b>2022-23</b>
	<b>Revised</b>	
<b>Expenditure Category/Project</b>	<b>Budget</b>	<b>Initial Budget</b>
Scholarships, Fellowships and Student Aid		
International Student Scholarships	\$155,675	\$162,525
Scholarship (President/Land)	\$45,000	\$45,000
Wolverine Ambassador Scholarship	\$26,000	\$26,000
RCL Housing	\$179,383	\$179,383
CARES Task Force Housing Aid	\$30,840	\$30,840
Honors Housing	\$392,275	\$415,812
International Studies Student Aid	\$20,000	\$20,000
Internships	\$42,000	\$42,000
Fund Raising and Institutional Development		
Institutional Advancement Support	\$147,251	\$147,251
Institutional Advancement Events	\$175,000	\$175,000
Institutional Advancement Capital Campaign	\$300,000	
Tech Commercialization	\$100,000	\$100,000
Enrichment of Institutional Cultural Programs		
MLK Event	\$10,000	\$10,000
Campus Development/Capital Facilities		
Museum Remodel	\$500,000	\$0
Institutional Advancement Facility	\$1,500,000	\$0
Geneva Property	\$7,200,000	\$0
Other Education and General Operating Support		
Student Marketing (Recruitment)	\$180,000	\$80,000
Out Of State Recruiting	\$30,000	\$30,000
International Fair	\$16,500	\$16,500
Bank Service Fees	\$25,000	\$25,000
Contingency	\$1,738,907	\$1,433,596
<b>TOTAL</b>	<b>\$12,813,831</b>	<b>\$2,938,907</b>

## **Unrestricted Gifts**

	<b>2021-22</b>	<b>2022-23</b>
	<b>Revised</b>	
<b>Revenue</b>	<b>Revenue</b>	<b>Initial Budget</b>
Carry forward from Prior Year	\$185,218	\$0
Projected new revenue	\$11,000	\$11,000
Available Revenue	\$196,218	\$11,000

	<b>2021-22</b>	<b>2022-23</b>
	<b>Revised</b>	
<b>Expenditure Category</b>	<b>Budget</b>	<b>Initial Budget</b>
Fund Raising and Institutional Development		
Presidential Impact	\$23,098	\$0
Special Projects President	\$156,709	\$0
Community Outreach	\$16,411	\$11,000
<b>TOTAL</b>	<b>\$196,218</b>	<b>\$11,000</b>

# Appendixes

# Appendix A: Tuition and Fees



UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

TO: UVU Board of Trustees Executive Committee  
FROM: Linda Makin, Vice President for Planning, Budget, and Finance  
DATE: March 8, 2022  
SUBJECT: Proposed 2022-23 Tuition and Fees Changes

## Introduction

The Utah Board of Higher Education (UBHE) holds statutory responsibility for setting tuition and fee rates for colleges and universities in the Utah System of Higher Education. In accordance with Board Policy R510, [Tuition](#), and Board Policy R516, [General Student Fees](#), President Tuminez, in consultation with UVU's Board of Trustees and UVUSA, may recommend tuition and general student fee rate adjustments to UBHE for review and action.

UVU's proposal to UBHE (due on March 10, 2022) is to include documentation of support from UVU's Board of Trustees and UVUSA. As the Trustees Executive Committee, your action on this proposal will be presented to the full Board of Trustees for ratification at your meeting on March 31, 2022. UVU's 2022-23 tuition and general student fees proposal will be presented by President Tuminez and Chair Clarke for consideration by UBHE at their meeting on March 24, 2022.

## Tuition and Fees

UVU's proposed 2022-23 tuition and fees changes are comprised of three elements—legislative compensation and mandated costs match, an additional 1.25% compensation funding increase, the shift of a portion of some student fees to tuition, and an increase in student fees as recommended by UVUSA.

*Legislative Compensation and Mandated Costs Match*--To fund dedicated credit revenue included in bills passed in the 2022 legislative general session, a tuition and fees increase of 2.6 percent is required. The revenue from this minimum level of increase would complete funding for a 5.75 percent salaries/wage increase, a 6.7 percent medical premium rate increase, and internal service fund rate increases.

*Additional 1.25 Percent Compensation Increase*—The combination of inflation, wage growth, and low unemployment is negatively impacting UVU's ability to recruit, reward, and retain employees. As presented in UVU's tuition & fees hearing, administration is requesting an additional tuition increase of 1.2 percent.





## UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

*Shifting of Some General Student Fees to Tuition*--UBHE Policy R516, *General Student Fees*, recommends continuous review of general student fees. In accordance with UVU Policy 511, *Student Fees*, the General Student Fee Advisory Board (Fee Board) oversees the creation, review, and maintenance of UVU's general student fees. The Fee Board conducted their review and recommended the reduction of the Athletics fee by \$6.50 and the increase of tuition by \$8.00 per semester to shift certain Athletics positions to appropriated funds. This proposal was reviewed and approved by UVUSA and President's Council.

*Increase in General Student Fees*--The Fee Board conducted their annual review of student fees and recommended the following fee changes as outlined in UVUSA's 2022-23 Student Fee Proposal. These changes were reviewed and approved by UVUSA and President's Council.

### Summary of General Student Fees

	21-22	Proposed Change	Proposed 22-23
Student Programs	\$50.18	\$2.83	\$53.01
Campus Recreation	\$26.16	\$3.11	\$29.27
Arts	\$1.71	\$0.00	\$1.71
Building Bond	\$91.50	\$0.00	\$91.50
Student Center O&M	\$30.68	\$2.90	\$33.58
SLWC O&M	\$22.48	\$1.86	\$24.34
Athletics	\$83.21	-\$5.00	\$78.21
Health Services	\$8.54	\$1.30	\$9.84
UTA	\$6.54	\$0.00	\$6.54
<b>Total</b>	<b>\$321.00</b>	<b>\$7.00</b>	<b>\$328.00</b>

Table 1

The combination of the shift of a portion of Athletics fee and proposed student fee increases results in an increase of \$7.00 per full-time undergraduate student per semester.

### Impact of Shifting Some Student Fees to Tuition

	2021-22 Tuition & Fees			Shift of Fee to Tuition			Tuition & Fees After Shift		
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total
Resident	\$2,684	\$321	\$3,005	\$8.00	-\$6.50	\$1.50	\$2,692	\$314.50	\$3,006.50
Non-resident	\$8,225	\$321	\$8,546	\$8.00	-\$6.50	\$1.50	\$8,233	\$314.50	\$8,547.50

Table 2



## UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

The total proposed tuition and fees increase per semester for full-time undergraduate students is \$130 for resident students and \$369 for non-resident students (4.3%).

	2021-22 Tuition & Fees			Proposed 2022-23 Tuition & Fees			Difference		
Undergrad	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total
Resident	\$2,684	\$321	\$3,005	\$2,807	\$328	\$3,135	\$123 4.6%	\$7 2.1%	\$130 4.3%
Non-resident	\$8,225	\$321	\$8,546	\$8,587	\$328	\$8,915	\$362 4.4%	\$7 2.1%	\$369 4.3%

Table 3

This proposed increase recognizes the new state tax fund support provided by the 2022 legislature including the required match to fund compensation and mandated costs. In recommending tuition and fee increases, President's Council is guided by UBHE's priorities of access, completion, and affordability and by UVU's commitment to affordable access, keeping with our integrated dual mission of community college and university.

### Use of Revenue

The proposed tuition and fees changes will generate an additional \$6,993,200 in net new tuition and fee revenue. These funds will be utilized as follows:

Legislative compensation and risk management match	\$4,159,400
Additional 1.25% compensation increase	\$2,076,300
Shift of portion of Athletics positions to appropriation	\$379,500
General student fee increase for compensation and programs	\$378,000
<b>Total</b>	<b>\$6,993,200</b>



# UTAH VALLEY UNIVERSITY

VICE PRESIDENT for PLANNING, BUDGET & HUMAN RESOURCES

## Tuition & Fees Comparison

Per Semester	2021-22			2022-23 Proposed			Change			
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total	%
<b>Undergraduate (15 credits)</b>										
Resident	\$2,684	\$321	\$3,005	\$2,807	\$328	\$3,135	\$123	\$7	\$130	4.3%
Non-resident	\$8,225	\$321	\$8,546	\$8,587	\$328	\$8,915	\$362	\$7	\$369	4.3%
<b>Undergraduate Students Living Outside of Utah Enrolled UVU Online Programs (15 credits)</b>										
Non-resident				\$3,900	\$0	\$3,900				
<b>Graduate Base, MEd, MS Math Ed, MSN (12 credits)</b>										
Resident	\$3,612	\$320	\$3,932	\$3,768	\$330	\$4,098	\$156	\$10	\$166	4.2%
Non-resident*	\$10,908	\$320	\$11,228	\$11,376	\$330	\$11,706	\$468	\$10	\$478	4.3%
<b>MBA (12 credits)</b>										
Resident	\$7,728	\$320	\$8,048	\$8,064	\$330	\$8,394	\$336	\$10	\$346	4.3%
Non-resident	\$16,728	\$320	\$17,048	\$17,448	\$330	\$17,778	\$720	\$10	\$730	4.3%
<b>Macc, MPFA (12 credits)</b>										
Resident	\$6,372	\$320	\$6,692	\$6,648	\$330	\$6,978	\$276	\$10	\$286	4.3%
Non-resident	\$15,372	\$320	\$15,692	\$16,032	\$330	\$16,362	\$660	\$10	\$670	4.3%
<b>MSW, MaMFT, MS Clinical Mental Health Counseling, MEd School Counseling (12 credits)</b>										
Resident	\$4,512	\$320	\$4,832	\$4,704	\$330	\$5,034	\$192	\$10	\$202	4.2%
Non-resident	\$11,808	\$320	\$12,128	\$12,312	\$330	\$12,642	\$504	\$10	\$514	4.2%
<b>MS Computer Science (12 credits)</b>										
Resident	\$4,836	\$320	\$5,156	\$5,040	\$330	\$5,370	\$204	\$10	\$214	4.2%
Non-resident	\$12,132	\$320	\$12,452	\$12,648	\$330	\$12,978	\$516	\$10	\$526	4.2%
<b>MS Cybersecurity, MPS, MS Engineering &amp; Tech Mgt (12 credits)</b>										
Resident	\$5,160	\$320	\$5,480	\$5,388	\$330	\$5,718	\$228	\$10	\$238	4.3%
Non-resident*	\$12,456	\$320	\$12,776	\$12,996	\$330	\$13,326	\$540	\$10	\$550	4.3%
<b>Physician Assistant (12 credits)</b>										
Resident	\$9,240	\$320	\$9,560	\$9,636	\$330	\$9,966	\$396	\$10	\$406	4.2%
Non-resident	\$15,960	\$320	\$16,280	\$16,644	\$330	\$16,974	\$684	\$10	\$694	4.3%

Table 4

\*UVU is requesting non-resident students in online-only graduate programs pay resident graduate program tuition.



## UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

### Proposed Actions

President's Council recommends the Trustees Executive Committee approve for full Board ratification on March 31, 2022, the following to be effective Fall 2022:

- 2022-23 General Student Fees as presented in Table 1
- 2022-23 Tuition and Fees as presented in Table 4 including
  - elimination of non-resident tuition and fees scale for online-only graduate programs allowing non-resident students to pay resident tuition and fees
  - establishment of a new tuition rate for undergraduate students living outside of Utah enrolled in UVU Online programs (similar to that offered by Weber State)

## 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.



UTAH VALLEY UNIVERSITY  
2021-22 PBA Allocation Detail  
4/20/2022

Note: Amounts subject to change as 2022-23 budget is finalized

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2021-22 One-time	2022-23 Base	2022-23 One-time	2021-22 One-time	2022-23 Base	2022-23 One-time
<b>Include</b>										
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 universities.										
Develop, enhance and expand healthcare programs										
Nursing lab simulation technician	Academic Affairs	CHPS	137	April		\$80,481				
Nursing ASN Faculty	Academic Affairs	CHPS	54	April		\$109,333				
Nursing ASN Faculty	Academic Affairs	CHPS	55	April		\$109,333				
Director, healthcare curriculum, accreditation & assessment	Academic Affairs	CHPS	53	April		\$116,505				
Paramedic professional-in-residence	Academic Affairs	CHPS	74	April		\$127,361				
Emergency Services faculty	Academic Affairs	CHPS	75	April		\$127,361				
Program Director, occupational therapy assistant	Academic Affairs	CHPS	194	April		\$145,373				
Public Health wellness coaching faculty	Academic Affairs	CHPS	73	April		\$128,412				
Program Director, physical therapy assistant	Academic Affairs	CHPS	193	April		\$145,473				
Healthcare initiative startup and marketing	Academic Affairs	CHPS/CHSS		April		\$69,060				
Respiratory Therapy lab manager	Academic Affairs	CHPS	140	April		\$90,901				
Enhance undergraduate programs										
Microbiology current expense	Academic Affairs	COS		April		\$500				
BSW/MSW Field Liaison	Academic Affairs	CHSS	162	April		\$87,881				
Expand graduate programs to meet community needs										
Physician Assistant program principal faculty (complete funding)	Academic Affairs	CHPS		January		\$81,019				
Physician Assistant hourly faculty and operating expenses	Academic Affairs	CHPS		April		\$214,832				
Physician Assistant professional-in-residence	Academic Affairs	CHPS		April		\$163,000				
Engineering & Tech Mgt faculty (complete funding)	Academic Affairs	CET	231	January		\$74,487				
Engineering & Tech Mgt hourly and Summer ICHE	Academic Affairs	CET		April		\$17,820				
Clinical Mental Health faculty	Academic Affairs	CHSS	67	January		\$111,589				
Clinical Mental Health library	Academic Affairs	DP	223	April		\$34,200				
Clinical Mental Health community clinic director	Academic Affairs	CHSS	163	April		\$135,844				
Clinical Mental Health community clinic operators	Academic Affairs	CHSS	46	April		\$25,000				
Clinical Mental Health summer ICHE	Academic Affairs	CHSS	206	April		\$12,166				
Clinical Mental Health hourly faculty	Academic Affairs	CHSS	213	April		\$10,488				
Clinical counseling student internships	Academic Affairs	CHSS	47	April		\$200,000				
MBA healthcare administration faculty	Academic Affairs	WSB	249	April		\$189,717				
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.										
Strengthen outreach and internal support for historically underrepresented students and employees										
Adult learner operations	Academic Affairs	AP		April		\$20,000				
First generation/undocumented specialty advisor	Student Affairs	IE	155	April		\$79,630				
Veterans Success coordinator	Student Affairs	IE	16	April		\$79,630				
LGBT specialty advisor	Student Affairs	IE	153	April		\$79,630				
Women's Success Center assistant director	Student Affairs	IE	43	April		\$90,000				
Administrative assistant for CIDO (part to full time)	People & Culture	CIDO		April		\$48,000				
UVPrep operating funds	Student Affairs	GO	251	April	\$60,000					



Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2021-22 One-time	2022-23 Base	2022-23 One-time	2021-22 One-time	2022-23 Base	2022-23 One-time
<b>Expand flexible educational and online offerings</b>										
OTL Instructional Technologist from HEERF funds	Academic Affairs	AP	168	April		\$98,216				
OTL Instructional Support Technologist from HEERF funds	Academic Affairs	AP	179	April		\$88,119				
OTL UFLC/OTL Project Manager from HEERF funds	Academic Affairs	AP	171	April		\$98,729				
UVU Online Associate Director Programs	Academic Affairs	AP	214	April		\$120,897				
UVU Online Associate Director Learner Experience	Academic Affairs	AP	260	April		\$120,897				
UVU Online Program Manager	Academic Affairs	AP	189	April		\$92,002				
UVU Online Program Manager	Academic Affairs	AP	189	April		\$92,002				
UVU Online Project Manager	Academic Affairs	AP	261	April		\$90,901				
<b>Engage</b>										
UVU delivers rigorous, meaningful, and experiential learning opportunities driven by a shared responsibility for student success.										
<b>Objective 1: UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners.</b>										
<b>Expand engaged learning opportunities</b>										
Innovation Academy coordinator	Academic Affairs	EL		April		\$85,000				
Museum exhibition designer	Academic Affairs	SOA	110	April		\$57,984				
Museum visitor services manager	Academic Affairs	SOA	111	April					\$57,984	
Museum education asst/art teacher	Academic Affairs	SOA	113	April					\$52,749	
Outdoor Adventure Center staff (part to full time)	Student Affairs	SDWB	190	April					\$52,737	
Engaged learning pilot	Marketing & Comm	MC	289	Jan/April	\$30,000		\$34,800			
<b>Objective 2: UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders.</b>										
<b>Strengthen UVU's Community Engagement, Fundraising, and Communications Efforts</b>										
Graphic designer (Athletics)	Marketing & Comm/ Admin. & Strat. Rel.	MC/AT	233, 284	April		\$87,881				
Development project manager	Instit. Advancement	Dev.	126	April		\$87,881				
Writer (IA & Alumni)	Marketing & Comm/ Instit. Advancement	MC/IA	80, 287	April		\$90,901				
Development coordinator	Instit. Advancement	Dev.	65	April		\$77,984				
Gift Processor	Instit. Advancement	Dev.	130	April		\$68,004				
Alumni/student networking platform	Instit. Advancement/	IA/DT	102	April		\$20,000				
Coordinator, executive events	Instit. Advancement	Dev.	49	April		\$80,845				
Associate VP Strategic Communications Management	Marketing & Comm	MC	282	April		\$189,904				
MarComm manager (Science)	Marketing & Comm/ Academic Affairs	MC/COS	283	April		\$100,855				
Graphic designer (Student Affairs)	Marketing & Comm/ Student Affairs	MC/SA	285	April		\$87,881				
Graphic designer (Academic Affairs)	Marketing & Comm/ Academic Affairs	MC/AA	286	April		\$87,881				
Writer (Student Affairs)	Marketing & Comm/ Student Affairs	MC/SA	288	April		\$90,901				
Public relations (Concurrent Enrollment)	Academic Affairs	COED	207	January					\$125,501	
Graphic designer (Concurrent Enrollment)	Academic Affairs	COED	208	January					\$87,881	
Digital marketing	Marketing & Comm	MC		April	\$80,000					
Campaign support funding	Instit. Advancement	Dev.	104	January			\$212,000			
Enrollment marketing	Marketing & Comm	MC		January	\$300,000					

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2021-22 One- time	2022-23 Base	2022-23 One- time	2021-22 One-time	2022-23 Base	2022-23 One- time
<b>Objective 3: UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability.</b>										
<b>Employee compensation and training</b>										
Employee recognition	People & Culture	PC	222	April		\$35,000				
Position classification/pay scale consultant	People & Culture	PC		April	\$230,000					
Medical premium increase				April		\$2,895,100				
Full-time Faculty				April		\$5,896,124				
Full-time Staff				April		\$5,936,590				
Executives				April		\$522,977				
Adjunct Faculty				April		\$1,465,667				
Hourly Staff				April		\$954,541				
<b>Achieve</b>										
<b>UVU champions a university experience that helps students realize their educational, professional, and personal aspirations.</b>										
<b>Objective 1: UVU supports students in completing their educational goals.</b>										
<b>Improve student retention and completion</b>										
Transfer credit processor (part to full time)	Student Affairs	EM	33	April		\$43,046				
Transfer credit processor (part to full time)	Student Affairs	EM	34	April		\$43,046				
Academic Director, Peer Advising	Academic Affairs	AP		April		\$116,000				
Peer advisors hourly	Academic Affairs	AP	135	April		\$120,000				
Retention mentors hourly	Student Affairs	EM	135	April		\$100,000				
CARE Hub director	Student Affairs	SDWB	180	April					\$120,897	
Orientation hourly	Student Affairs	EM	9	April		\$43,200				
Orientation rentals	Student Affairs	EM	14	April	\$80,000					
Freshman convocation rentals	Student Affairs	EM		April	\$100,000					
Welcome Center programming	Student Affairs	EM	12	January	\$30,000					
<b>Strengthen instructional, academic support, and student services programs and services</b>										
Technology support for student services (Campus ESP, Connect, Scholarship Universe, Student Bridge)	Student Affairs/Digital Transformation	EM/OIT		April		\$275,000				
Admissions hourly	Student Affairs	EM	11	April		\$43,200				
Leave of Absence Coordinator	Student Affairs	EM	38	April		\$85,002				
Operational funds for orientation, admissions, Women's Success Center, Multicultural Student Success	Student Affairs	EM/IE		April		\$100,000				
Diplomas	Student Affairs	EM	26	April	\$50,000	\$60,000				
Athletic tuition waivers	Admin & Strat. Rel.	Athletics	235	April		\$100,000				
<b>Objective 3: UVU prepares students for success in their subsequent learning, professional, and civic pursuits.</b>										
<b>Improve civic education and engagement</b>										
Civic Thought & Leadership faculty, staff, and operating funds	Academic Affairs	AP		April		\$1,250,000				
Public Policy Institute operating funds	Academic Affairs	AP		April			\$2,000,000			
<b>Organizational Sustainability</b>										
<b>UVU strategically works to support and sustain the programs, services, technology, and infrastructure to fulfill the university's mission.</b>										
<b>Implement and sustain innovative practices and technology solutions</b>										
BPI implementation specialist	Digital Transform	OIT	237	April		\$90,392				
Data warehouse	Digital Transform	ASDS	240	April		\$200,000				
Data governance	Digital Transform	ASDS	241	April		\$150,000				
DX working group initiatives	Digital Transform	DX	239	Jan/April	\$1,500,000					
Contractor project funds	Digital Transform	DX	238	January	\$250,000					
<b>Provide operation and maintenance funds for new facilities</b>										
Complete O&M funding for Keller Building	Admin & Strat. Rel.	Facilities		April		\$244,500				

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2021-22 One-time	2022-23 Base	2022-23 One-time	2021-22 One-time	2022-23 Base	2022-23 One-time
<b>Enhance and remodel facilities</b>										
Women's Success Center renovation	Student Affairs/ Admin &	IE/Facilities	157	April				\$300,000		
Wee Care classroom renovation	Student Affairs/ Facilities	SA/Facilities	156	January				\$142,000		
FF&E for Young Living Alumni Center	Instl Adv/Facilities	IA/Facilities	31	January						\$1,100,000
Education Building addition	Academic Affairs/ Admin & Strat Rel	SOE/Facilities		March						\$1,000,000
<b>Provide staffing, operating funds, and equipment to support programs and services</b>										
Grounds staff (sustainability)	Admin & Strat. Rel.	Facilities	278	April		\$0				
Grounds staff (sustainability)	Admin & Strat. Rel.	Facilities	278	April		\$0				
Facilities technician	Admin & Strat. Rel.	Facilities	279	April		\$0				
Facilities technician	Admin & Strat. Rel.	Facilities	279	April		\$0				
Data hygiene manager	Instit. Advancement	IA	129	April		\$86,439				
Surplus property technician	Planning, Budget, Finance	Finance	266	April		\$35,000			\$35,000	
Student recruitment Motimatic	Student Affairs	EM		April	\$150,000					
<b>Budget stabilization and rate changes</b>										
Risk Management and Attorney General rate increase	OGC	OGC	258	April		\$210,200				
Shift portion of student fees to appropriated				March		\$379,500			-\$379,500	
Honors housing inflation	Academic Affairs	AP	5	April					\$23,537	
<b>TOTAL</b>					<b>\$2,860,000</b>	<b>\$26,501,215</b>	<b>\$2,246,800</b>	<b>\$442,000</b>	<b>\$176,786</b>	<b>\$2,100,000</b>

### Adjunct Faculty

Adjunct Faculty hourly and semester appointment pay rates will increase by **5.0** percent effective Summer semester 2022 (rate for a 3-credit hour course will increase from \$3,160 to \$3,320). Academic Affairs is considering differential or tiered adjunct faculty pay. To provide funding for future implementation, 2.0 percent of appropriated hourly faculty budgets will be held in a central contingency.

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### Exempt and Non-Exempt Full-time Staff

- A. Effective July 1, 2022, **all** full-time exempt and non-exempt staff will receive both a
- **5.0** percent base salary labor market adjustment increase
  - \$240 base salary increase

- B. Full-time staff are *eligible* to receive a merit pay increase, effective July 1, 2022, if
1. Employed in a full-time position by June 30, 2021, and
  2. 2021 performance evaluation was submitted by May 15, 2022, and
  3. Completed required compliance training by February 28, 2022
  4. In good standing\* as of July 1, 2022

salary  
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UVU has allocated **1.15** percent of budgeted base staff salaries to fund 2022-2023 staff merit pay increases. Each divisional vice president will receive funding based on that division's portion of base salaries of full-time staff eligible for merit pay. Executives in each division will be asked to distribute the funding based on agreed upon guidelines and subject to review by HR.

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- C. Some full-time non-exempt staff may receive base pay increases, effective July 1, 2022, resulting from the following:

alary

1. Adjustment of the nonexempt staff salary scale to reflect minimum hourly rate of \$14.00; staff with salaries falling below 80 percent of the adjusted grade midpoint will be increased to 80 percent of the grade midpoint.

- D. UVU has allocated **0.29** percent of budgeted base staff salaries to address staff market equity. The minimum staff market equity increase will be \$250; the maximum staff market equity increase will be approximately \$5,000.

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### Hourly Staff

- A. All hourly staff, including students, will receive a **5.0** percent pay rate increase effective July 1, 2022.

- B. UVU has allocated **2.0** percent of budgeted hourly staff wages to address market equity.

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- C. The 2022-2023 student hourly rate scale will be increased from \$9.00 - \$18.00 to a minimum hourly rate of \$11.00 and a maximum hourly rate of \$20.00.

2022

**Executives (excluding the President whose salary is established by the Utah Board of Higher Education)**

- A. Effective July 1, 2022, **all** executives will receive
  - **5.0** percent base salary labor market adjustment increase
  - \$240 base salary increase
  
- B. Executives in good standing\* are eligible to receive a merit/market equity pay increase as determined by the President, effective July 1, 2022, if a performance evaluation has been completed by May 15, 2022, and required compliance training completed by February 28, 2022. UVU has allocated **1.86** percent of executive salaries for executive merit and market equity.

\*Good standing for faculty means not in the terminal year of a tenured track position for faculty or on a university-required paid or unpaid suspension or leave. Good standing for staff means not under written warning or final written warning or on a university-required paid or unpaid suspension or leave. Good standing for executives means not on a university-required paid or unpaid suspension or leave.

**Executive Summary**  
**2022-2023 Benefits Plan Design and Premiums**  
**Prepared for UVU Leadership**  
(Approved by President's Council 3/10/2022)

Utah Valley University recognizes that a well-designed benefits program is an essential element of compensation and contributes to a positive work environment and culture. The benefits program, in alignment with UVU's compensation philosophy, must essentially reflect the finite resources available for benefits and the economic environment in which the university operates.

In collaboration with HUB, UVU's benefits consultant, the UVU Benefits committee reviewed the healthcare plan claims trend and utilization. Taking into consideration the generous legislative funding award of 6.7% funding to off-set the rise in medical premiums and 1% funding to off-set the rise in dental premiums, the Benefits Committee recommended the following enhancements to the plan design:

1. Add coverage for telehealth through MDLive and increase EAP visits from 4 to 8 to address the growing need for access to mental health providers.
2. Increase the medical and pharmacy out of pocket maximums for the PAR network options as follows:
  - Traditional PAR from: \$4,000 single/ \$8,000 family to \$5,000 single/\$10,000 family.
  - High Deductible PAR from \$3,000 single/\$6,000 family to \$4000 single/ \$8,000 family
  - Pharmacy from \$2,000 single/ \$4,000 family to \$3,000 single/\$10,000 family

On March 7-8, 2022 Cabinet and President's Council approved the plan design changes which will be effective July 1, 2022. The tables below contain the premium adjustments for the 2022-23

**2022-2023 Summary of Monthly Premiums**

Traditional Plan	Preferred ValueCare (PVC) Network			Participating (PAR) Network (buy-up)		
	Single	Two Party	Family	Single	Two Party	Family
	\$42.62	\$93.74	\$132.10	\$97.52	\$214.52	\$302.28
	\$667.54	\$1,468.60	\$2,069.40	\$667.54	\$1,468.60	\$2,069.40
High Deductible Plan	Preferred ValueCare (PVC) Network			Participating (PAR) Network (buy-up)		
	Single	Single	Two Party	Single	Single	Two Party
	\$0.00	\$0.00	\$0.00	\$27.68	\$60.88	\$85.78
	\$667.54	\$1,468.60	\$2,069.40	\$667.54	\$1,468.60	\$2,069.40
Dental	Traditional Dental					
	Single	Two Party	Family			
	\$12.66	\$16.20	\$23.56			
	\$51.16	\$65.42	\$95.18			