**ElevateHER**

By accepting the ElevateHER Challenge in 2015, Utah Valley University has pledged to elevate the stature of women’s leadership by focusing on each of the following:

1. **Increase the Percentage of Women in Senior Leadership Positions**

   The number of women in senior leadership positions at UVU has increased by 50 percent since 2011. The current percent of women in senior leadership positions is 29, up from 19 percent in 2011.

2. **Increase the Retention Rate of Women at All Levels of Your Organization**

   University-wide turnover rates for women are and have been higher than for men. While men in executive, faculty and nonexempt positions have higher turnover rates than women, female exempt staff have higher turnover than men (10.41% to 9.78%).
3. Increase the Number of Women on Your Organization’s Board of Directors

The percentage of women serving on UVU’s Board of Trustees is slightly higher than six years ago. The current chair of the UVU Board of Trustees is a woman.

4. Monitor Pay by Gender and Close Identified Gaps

By employee classification, the annualized base pay for women is lower than men. Significant differences (greater than 5 percent) exist for women in faculty, exempt, and executive positions. Using a newly implemented compensation tool, UVU’s Human Resources Office will be reviewing gender gaps using compa-ratios for similar positions to reduce the noise in the data and identify specific positions of concern.

5. Establish a Leadership Development and/or Mentoring Program for Women

The Utah Valley Senior Executive Leadership Forum (UVSELF) is UVU’s premier leadership development/mentoring program. Since 2013, the gender balance in each annual cohort has been roughly even.