

# DIVERSE STORIES AND INCLUSIVE APPROACHES

*UVU's 2016 Inclusion Annual Report*

STUDENT LIFE & WELLNESS CENTER

SL

2016



*“Strength lies in  
differences, not in  
similarities.”*

— STEPHEN R. COVEY





2015-2016 UVU Inclusion Committee

One of UVU's core themes is to be an Inclusive institution of higher education. Each year, we do our best to ramp up the quality and reach of our inclusion-related programs. This year, we received four national recognitions. Two are featured on page 8 in our review of UVU's Latino Initiative, and the other two were from Minority Access Incorporated (Institution Committed to Diversity for 2015) and Diversity MBA Magazine (Top 50 Executive Leadership Award for Diversity). While we recognize that there is still much to do, we are thrilled that our efforts to make meaningful progress on 31 action steps in our Strategic Inclusion Plan are getting noticed nationally and, more importantly, are having a positive impact on students, employees, and community members.

Our goal is to keep moving forward and lead the conversation on issues of inclusion, diversity, equity, and access. We hope you enjoy this annual report and welcome your feedback, recommendations, and expertise.

Dr. Kyle A. Reyes and the UVU Inclusion Committee

*diversity* **MBA**



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This past year, Utah Valley University continued to make substantial progress on issues of inclusion and diversity. The commitment to make UVU a place where all feel welcomed and supported in their academic pursuits is imperative to the success of our students and employees individually and collectively.

UVU's unique dual mission combines the rigor and sophistication of a first-rate university with the focus on access and opportunity of a community college. Our dedication to inclusion is key to UVU's ability to cultivate and foster student engagement and success across a diverse demographic, and do so on a magnitude of few institutions in the nation.

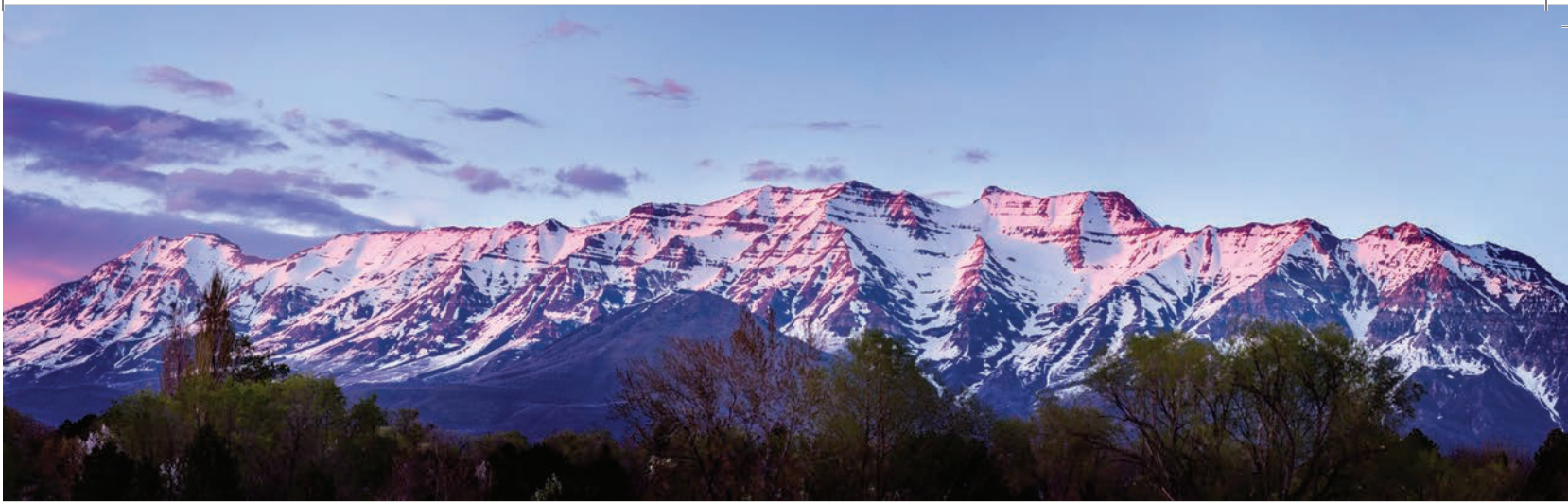
I am grateful to the many faculty, staff, administrators, and student leaders who have worked tirelessly to solidify UVU's commitment to inclusion. Since 1941, UVU has put the student first and strived to provide opportunity to anyone seeking advanced training and higher education. I am honored to say that today we continue to build upon this great legacy of access and growth with an even more vigorous approach to issues of inclusion. In this historic 75th year of operation, we offer you our annual inclusion report with excellent evidence of that commitment. I hope you enjoy it.

Sincerely,

A handwritten signature in black ink that reads "Matthew S. Holland". The signature is fluid and cursive.

Matthew S. Holland, Ph.D.  
President, Utah Valley University





# INCLUSION PLAN

## OBJECTIVES & GOALS

OBJECTIVE

1

### Access, Equity & Opportunity

UVU provides accessible and equitable educational opportunities and resources for all students.

GOALS

- 1. Increase and improve access to UVU for underrepresented students and students with varying levels of academic preparation.
- 2. Increase academic success of and support for underrepresented UVU students and UVU students with varying levels of academic preparation.

OBJECTIVE

2

### Curriculum & Learning for Intercultural Competence

UVU provides opportunities to improve intercultural competence in an increasingly complex, diverse, and globalized society.

GOALS

- 1. Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.
- 2. Increase the intercultural competencies and capacities of faculty and staff through intercultural engagement opportunities.

OBJECTIVE

3

### Supportive Campus Environment

UVU provides an inviting, safe, and supportive environment for people from diverse backgrounds and perspectives.

GOALS

- 1. Improve students' and employees' sense of validation, belonging, and personal safety.
- 2. Increase recruitment, retention, and advancement of underrepresented faculty and staff at all levels of the University to enrich University life and provide role models for diverse students.

OBJECTIVE

4

### Academic Inclusivity & Regional Stewardship

UVU offers an array of courses, programs, and delivery methods designed to reflect students' goals and the region's educational needs.

GOALS

- 1. Maintain and continue development of a robust set of academic courses, programs and offerings that reflect students' interests and the region's educational needs.
- 2. Maintain and strategically develop a robust set of course delivery times, sites, and methods responsive to students' needs.

For more information about UVU's Strategic Inclusion Plan, please visit [uvu.edu/inclusion](http://uvu.edu/inclusion).



# Student-Led Initiatives

The Multicultural Student Council (MSC) is a group of students that was formed out of a need for greater representation and voice on student leadership bodies. Council members demonstrated their leadership by organizing and mobilizing a number of events and initiatives.

**Contact:**  
**Darah Snow**, Assistant Director of Multicultural Student Services and Advisor to the Multicultural Student Council (801-863-7349, snowda@uvu.edu)



## Hip Hop Dance Company and Cultural Cans Crew

UVU is home to the only Hip Hop Dance Company and only graffiti art club in the state of Utah. Both entities were developed by students to create spaces where students can bring their artistic voices to the campus. These clubs/organizations are both artistic and service groups dedicated to promoting urban art forms throughout the community.

### 2015-2016 Highlights

- MosAIC (Hip Hop Dance Company), comprised of nearly 40 UVU students, performed in two showcases for over 800 people and hosted the fifth annual UVU's Best Dance Crew competition.
- UVU's Cultural Cans Crew (street art club) launched its inaugural year in 2015–2016 and produced the first-ever graffiti mural at UVU in the tunnel on the southwest side of campus.

**Contact:**  
**Ashley Kimsey**, Director of MOSAIC Hip Hop Dance Company (801-654-0277, ashleykimsey801@gmail.com)  
**Kyle Reyes**, Advisor to Cultural Cans Crew (801-863-8271, kyle.reyes@uvu.edu)







2015-2016 Multicultural Student Council

## National Student Leadership Diversity Convention

The National Student Leadership Diversity Convention (NSLDC) is a conference held regionally and nationally for student leaders to address issues of diversity ([nsldc.org](http://nsldc.org)). UVU's Multicultural Student Council coordinated and hosted the convention at a statewide level.

### 2015-2016 Highlights

- 180 college students attended from UVU, Salt Lake Community College, Dixie State University, Snow College, and Utah State University Eastern.

## Expanded Diversity Dialogues/Diversity Lecture Series

The Diversity Dialogue series was launched three years ago as an initiative for students, by students to discuss a number of topics related to diversity and inclusion (e.g., privilege, cultural appropriation, immigration, feminism, and race/identity). This past year, the Diversity Lecture Series was added to supplement the dialogues and to expose students to scholars, community leaders, and cultural practitioners.

### 2015-2016 Highlights

- MSC hosted nine Diversity Lectures and nine Diversity Dialogues.
- More than 700 people attended the Diversity Lecture Series and Diversity Dialogues Series.

## ADDITIONAL STUDENT-LED ACTION STEPS

- Launched inclusion social media campaign (#HumansofUVU, #UVUinclusive, #UVUnity)
- Expanded student involvement and activities for nontraditional (adult learner) students
- Established a robust inclusive recruitment campaign in partnership with Prospective Student Services and coordinated with 15 different schools, colleges, and departments across campus

## CHAMPIONS OF INCLUSION AWARD WINNER



## Cristobal Villegas

*Student, Multicultural Student Council*

Cristobal founded a student program titled Diversity Dialogues in 2014. This year, Cristobal started a companion program titled the Diversity Lecture series. There have been more than 22 dialogue sessions allowing more than 700 students to participate in conversations regarding social issues and topics.

Cristobal also championed the first National Student Leadership Diversity Convention in Utah by working closely with various departments throughout the University. The convention reached capacity.

Cristobal also helped to establish the Multicultural Student Council and has been a liaison for the organization for the past three years. These are only a few of the significant contributions that he has made during his time at UVU. Cristobal's impact and influence has been felt throughout the University and will continue to be felt for decades to come.



# Objective 1

## Access, Equity & Opportunity

UVU provides accessible and equitable educational opportunities and resources for all students.

1. Increase and improve access to UVU for underrepresented students and students with varying levels of academic preparation.
2. Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.





## First-Generation Initiative

As an institution dedicated to being Inclusive, first-generation students are a population of special interest to Utah Valley University. With 36% of UVU students having neither parent/guardian receive a bachelor's degree, UVU is committed to help first-gen students navigate their university experience successfully.

### 2015-2016 Highlights

- Funded a full-time first-generation coordinator
- Provided ongoing program funding for first-generation students
- Developed a first-generation leadership cohort

#### Contact:

**Marcy Glassford**, Director of First-Year Experience and Student Retention  
(801-863-7067, [marcyg@uvu.edu](mailto:marcyg@uvu.edu))

**Garrett Nagaishi**, First-Generation Student Program Manager  
(801-863-5755, [garrett.nagaishi@uvu.edu](mailto:garrett.nagaishi@uvu.edu))

## Diversity Recruitment Events

The Prospective Student Service Office significantly ramped up its commitment to recruiting a more diverse student body as well as promoting diversity within its ambassador program.

### 2015-2016 Highlights

- 10 campus events were given specifically for the recruitment of under-represented populations. Nearly 500 students from Pacific Islander, Latina/o, multicultural, low-income, and/or first-generation backgrounds (and from 15 schools) attended.
- Hosted first Poetry Slam aimed at empowering high school students
- Held a Pacific Islander Open House at Westlake High School with over 300 Pacific Islander students and family members
- Increased diversity within the ambassador program

#### Contact:

**Lais Rodriguez**, Admissions Counselor—Outreach Specialist  
(801-863-8731, [laisr@uvu.edu](mailto:laisr@uvu.edu))

## CONTINUED ROBUST PRE-COLLEGE OUTREACH PROGRAMS

## GEAR UP & TRiO

UVU hosts the statewide GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs), seven-year, \$22-million federal grant program that provides services and assistance for low-income students to help them successfully graduate from high school and prepare for college. Federal TRiO Programs are designed to support students from low-income and first-generation backgrounds in their pursuit of higher education.

### 2015-2016 Highlights

- GEAR UP served 5,962 students and 2,761 parents/family members.
- Ten GEAR UP students were selected as Youth Leadership Students to attend the GEAR UP National Conference in Washington, D.C.
- 433 GEAR UP students attended campus tours statewide.
- In 2015-2016, the TRiO Pre-College programs served 709 students.

#### Contact:

**Dr. Laurie Miller**, Statewide Director of GEAR UP  
(801-863-6000, [laurie.miller@uvu.edu](mailto:laurie.miller@uvu.edu))

#### Contact Pre-College Programs:

**Michael Campbell**, JD, TRiO Programs Director  
(801-863-8569, [campbemi@uvu.edu](mailto:campbemi@uvu.edu))

## UVU PREP

UVU PREP is a seven-week, summer STEM program for seventh, eighth, and ninth graders. The majority of students come from historically under-represented backgrounds. Students engage in rigorous academic instruction, educational hands-on projects, daily career awareness presentations, and weekly field trips and/or extension activities.

### 2015-2016 Highlights

- UVU hosted 220 students for the PREP program.
- PREP has seen an exponential increase in program participation since its inception in 2013 (first cohort of 35 students).

#### Contact:

**Liz Andrus**, Director of School Community University Partnership (SCUP)  
(801-863-5800, [liz.andrus@uvu.edu](mailto:liz.andrus@uvu.edu))



# TRiO





## MULTICULTURAL INITIATIVES



### Received National Recognition for Latino Initiative

The UVU Latino Initiative was established in 2007 and is comprised of over a dozen events, programs, and services that seek to improve educational, professional, and cultural opportunities for Latina/o students and communities.

#### 2015-2016 Highlights

- Received Top Five Baccalaureate Program in the nation by Excelencia in Education in 2013 and 2015.
- White House Initiative on Educational Excellence of Hispanics named UVU's Latino Initiative one of its "Bright Spot" programs of 2015.
- From 2007 through 2015, the Latino Initiative has increased its Latina/o student enrollment by 213%, with 3,332 students enrolled in fall 2015.
- UVU's Latina/o graduation numbers have increased by 214% (2007 to 2015), with 365 student graduates.

#### Contact:

**Yudi Lewis**, Latino Initiative Program Director (801-863-7297, [yudi.lewis@uvu.edu](mailto:yudi.lewis@uvu.edu))



### Enhanced Impact of Cultural Envoys Leadership Program

The Cultural Envoy Leadership Program (CELP) focuses on leadership development and college persistence of historically underrepresented students through community and K-16 partnerships (near-peer mentors to youth), cultural workshops and performances, and tutoring/mentoring sessions.

#### 2015-2016 Highlights

- CELP partnered with Provo High School to help underrepresented students prepare for and apply to college. Through this project, 88% of the 203 seniors targeted for mentoring by this program applied for admissions to college, and 30 participated in a Summer Bridge Program at UVU.

#### Contact:

**Victor Narsimulu**, Cultural Envoys Program Director (801-863-6059, [victor.narsimulu@uvu.edu](mailto:victor.narsimulu@uvu.edu))



### Continued Growth & Exposure of Native American Initiative

The UVU Native American Initiative aims to advance opportunities for Native American/American Indian students and communities.

#### 2015-2016 Highlights

- Hosted over 500 participants at the Governor's Native American Summit for the fourth consecutive year.
- Visited over 30 high schools/fairs in the Four Corners region in addition to local high schools with significant Native American student populations.
- UVU also partnered with the Woodbury Art Museum on the "Rock Art of the Lake Mountains" petroglyph education and preservation project and publication, involving UVU anthropology, photography, and history students, with input from cultural preservation leaders from tribes in the region.

#### Contact:

**Ken Sekaquaptewa**, Native American Initiative Program Director (801-863-7276, [ken.sekaquaptewa@uvu.edu](mailto:ken.sekaquaptewa@uvu.edu))



WHITE HOUSE INITIATIVE  
on EDUCATIONAL EXCELLENCE for HISPANICS  
25 Years of Fulfilling America's Future



### Developed Pacific Islander Initiative

UVU's Multicultural Student Services Office and School of Education worked with Pacific Islander K-12 administrators, counselors, and teachers to deepen the existing People of the Pacific (POP) K-12 culture-based leadership curriculum.

#### 2015-2016 Highlights

- UVU hosted over 400 high school POP students at a leadership conference in February 2016. The conference focused on cultural-identity development linked to leadership and college preparation.
- UVU's Prospective Student Services Office held a POP conference at Westlake High School in Saratoga Springs, Utah, for over 300 Pacific Islander students and family members.

#### Contact:

**Darah Snow**, Assistant Director of Multicultural Student Services and Advisor to the Multicultural Student Council (801-863-7349, [snowda@uvu.edu](mailto:snowda@uvu.edu))

### Hosted State's First Dual Language Immersion Fairs

The International and Multicultural Studies (IMS) Office hosted the state's first-ever Dual Language Immersion (DLI) Fairs, designed to celebrate the language and cultural achievements of Utah's dual language immersion (DLI) students and teachers.

#### 2015-2016 Highlights

- More than 1,200 fourth through sixth graders participated in this year's fair, which focused on Spanish, French, and Chinese dual-immersion programs.

#### Contact:

**Emily Tooy**, Associate Director of International & Multicultural Studies (801-863-8709, [emily.tooy@uvu.edu](mailto:emily.tooy@uvu.edu))

### ADDITIONAL PROGRESS ON OBJECTIVE 1

- Developed Inclusion training modules for all student leaders, mentors, and ambassadors
- Launched embedded mentoring partnership with five schools improving college application rates by 30–40% and financial aid application rates by over 30%
- Developed inclusion dashboard mapping students' race/ethnicity and gender by year and by department across campus
- Expanded Inclusion website resources ([uvu.edu/inclusion](http://uvu.edu/inclusion))

### CHAMPIONS OF INCLUSION AWARD WINNER



**Mikki  
O'Connor**

*Assistant Dean, UVU School of Business*

Mikki O'Connor has reached out and made significant contributions to Latina/o students, female students, and first-generation students who are struggling to graduate. Mikki recruited a group of Latino business students to participate as members of a Woodbury School Latino Student Council. Under her direction, these students serve as a recruitment branch for Latina/o students in high school. They attended over 20 Latino community events, visited 12 high schools, then served as peer mentors to students who then enrolled at UVU.

Mikki also took the lead in forming a group called "Woodbury Women." This group has set out to increase the number of women majoring in business. The group holds multiple events each semester featuring speakers who address various aspects of careers for women in business. Attendance regularly tops 100 female students. Mikki further organized a mentoring service utilizing the skills of women who have graduated from the school of business to help other students who struggle to see themselves as successful business women. Currently over 160 female Woodbury graduates volunteer in this program.



# Objective 2

## Curriculum & Learning for Intercultural Competence

UVU provides opportunities to improve intercultural competence in an increasingly complex, diverse, and globalized society.

1. Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.
2. Increase the intercultural competencies and capacities of faculty and staff through intercultural engagement opportunities.





## Refined the Quality of Global Intercultural Courses and Trainings

UVU requires that every student take at least one global/intercultural (GI) course before they graduate. The requirement fosters greater understanding of, interaction with, and appreciation for cultures that reflect the diversity present within the local and campus communities, up to the larger state and global context.

### 2015-2016 Highlights

- 133 GI courses taught.
- 17 faculty members participated in the fourth daylong workshop on Global Intercultural course development and teaching.
- 13 faculty members participated in the third GI fellowship (six weeks engaging in discussions about how to implement global and intercultural pedagogy and curriculum across campus).
- Launched the GI University Distinction that allows students to receive a distinction on their transcript for their commitment to studying global and intercultural issues.

#### Contacts:

**Dr. Janet Colvin** and **Dr. Bryan Waite**, Co-Chairs of the GI Initiative  
(801-863-7282, colvinja@uvu.edu; 801-863-6721, waitebr@uvu.edu)

## Expanded International/Multicultural Studies (Outbound International/Domestic Experiences)

UVU seeks to increase students' global and intercultural literacy and competence through international and domestic immersive multicultural experiences.

### 2015-2016 Highlights

- 170 students participated in a credit-bearing International Outbound Program to 15 countries.
- 90 students participated in a non-credit-bearing international experience.

#### Contact International Outbound:

**Dr. Thandiwe Dinani**, Director of International Studies Programs  
(801-863-8342, thandiwe.dinani@uvu.edu)

#### Contact Domestic Outbound:

**Dr. Bryan Waite**, Director of Multicultural Studies  
(801-863-6721, waitebr@uvu.edu)

## Global Spotlight Program

The Global Spotlight program is housed by the Office of International & Multicultural Studies (IMS). For the sixth year in a row, UVU has focused its attention on one region/country of the world (China, Brazil, Eurasia, Perú, and Mexico).

### 2015-2016 Highlights

- The 2015–2016 global spotlight was on Canada. The Global Engagement Office hosted nearly 20 lectures, events, and discussions on Canada's history, politics, environment, economics, diversity, and music.
- Over 2,000 students, faculty, and staff participated in the events.
- Hosted consul general of Canada, Marcy Grossman; famed Canadian pianist Steve Boudreau; and renowned Indian-Canadian epidemiologist Dr. Prabhat Jha.

#### Contact:

**Dr. Baldomero Lago**, Assistant Vice President of Global Engagement  
(801-863-7301, lagoba@uvu.edu)







### MLK Commemoration: Wil Haygood

The Dr. Martin Luther King, Jr. Commemoration brings together a wide spectrum of campus and community voices to discuss topics such as poverty, human trafficking, voting rights, immigration reform, and the current state of civil and human rights in the world. Past speakers have included Julian Bond, Ambassador Andrew Young, Morris Dees, and Yolanda King.

#### 2015-2016 Highlights

- In January 2016, UVU featured Wil Haygood, best known as the author of the New York Times bestseller, "The Butler: A Witness to History."
- Over 500 students, community members, faculty, and staff engaged in one of the MLK events (diversity dialogue, screening of "The Butler," Wil Haygood's keynote, and four workshops).

#### Contact:

**Dr. Kyle Reyes** (801-863-8271, [kyle.reyes@uvu.edu](mailto:kyle.reyes@uvu.edu))



### Presidential Lecture: Natasha Tretheway

Each year, UVU brings nationally recognized scholars/speakers to campus as part of the Presidential Lecture Series. Past speakers include Sir Ken Robinson, Valerie Hu, Gordon Wood, Jane McGonigal, and Robert Putnam. In 2015–2016, UVU brought Poet Laureate Natasha Tretheway to speak on issues of equality, social justice, and civil rights.

#### Contact:

**Dr. Frederick H. White**, Associate VP of Engaged Learning (801-863-8361, [frederick.white@uvu.edu](mailto:frederick.white@uvu.edu))



### Commencement Speaker: John Quiñones

Emmy Award-winning correspondent and host of the acclaimed TV show, "What Would You Do?", John Quiñones spoke to a record graduating class at UVU's 75th Commencement ceremonies. Quiñones was the first Latino/Hispanic graduation speaker in the history of UVU. Since President Holland's arrival in 2009, UVU's graduation has seen its first Native American speaker (Larry Echo Hawk–2010), first Iranian speaker (Anousheh Ansari–2012), and first African American speaker (Wes Moore–2014).

## Expanded Sexual Harassment Awareness Training

In 2015, UVU made significant progress in addressing the topics of sexual harassment, violence, and assault.

### 2015-2016 Highlights

- All incoming students received a one-hour “It’s On Us to Prevent and Report Sexual Harassment, Violence, and Assault” training during orientation.
- All athletes and athletic staff received one and a half hours of customized “It’s On Us to Prevent and Report Sexual Harassment, Violence, and Assault” training.
- More than 3,800 employees received one hour of “It’s On Us to Prevent and Report Sexual Harassment, Violence, and Assault” training.
- 95% of employees agreed with the statement, “I know what to do to report sexual harassment” (Great Colleges to Work For survey).

#### Contact:

**Melissa Frost**, Director of Equal Employment Opportunity and Affirmative Action  
(801-863-7590, [melissa.frost@uvu.edu](mailto:melissa.frost@uvu.edu))



*School of Education student*

### ADDITIONAL PROGRESS ON OBJECTIVE 2

- The School of Education added three new intercultural immersion student teaching experiences for a total of six (China, Switzerland, Tonga, New Zealand, Perú, and the Navajo Nation).
- Implemented Inclusion Advising Series helping advisors develop greater abilities to serve first-generation students, international students, and students of color.

## CHAMPIONS OF INCLUSION AWARD WINNERS



### Violeta Vasilevska

*Associate Professor, Mathematics*

Violeta has created and overseen the Math Girls Rock! Program. This program is a year-long math engagement program with the goal of increasing interest in mathematics among girls in the Utah Valley area and improving retention and completion of female mathematics students at UVU. This program has been running since 2011. Violeta has promoted the value of a college education to high school female students by exposing them to new exciting math that is engaging and hands on. She has increased their confidence in their math abilities, mentored them, and encouraged them to consider professions that utilize math degrees. Hundreds of female students have successfully completed the program.

### School of Education

*UVU Department*

The School of Education is at the forefront of inclusion for UVU. The SOE comprehensive inclusion process includes four main components: Curriculum and instruction, student recruitment and retention, global initiatives and intercultural experiences, and community engagement. Each student who graduates from the SOE is required to complete multiple program courses and activities focused directly on inclusive themes in order to better understand the needs of their students and communities.



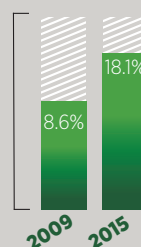


# UVU

ENROLLMENT OF

## STUDENTS OF COLOR

HAS INCREASED NEARLY 10% SINCE 2009.

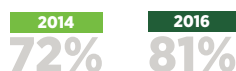


## \$2 MILLION INVESTED IN THE UVU

STRATEGIC INCLUSION PLAN SINCE ITS LAUNCH IN FALL 2014.

IN THE 2016 GREAT COLLEGES TO WORK FOR SURVEY, EMPLOYEES REPORTED THE FOLLOWING:

*"This institution has clear and effective procedures for dealing with discrimination."*



*"What changes have you noticed in the past two years or since you started working at this institution?"*

TOP FIVE RESPONSE: EMPHASIS ON DIVERSITY/INCLUSION

*"There is a definite move towards being more inclusive."*

*"I feel safe on this campus."*



*"I know what to do if I receive a report of sexual assault, harassment, or interpersonal violence."*



*"This institution places sufficient emphasis on having diverse faculty, administration, and staff."*



## 30%<sup>OF</sup> UVU

STUDENTS ARE OVER THE AGE OF



## 48%<sup>OF</sup> UVU

STUDENTS ARE ATTENDING SCHOOL

## PART TIME

## 87%

REMAIN IN UTAH AFTER GRADUATION

## 1 YEAR

## 22%<sup>OF</sup> UVU

STUDENTS ARE SUPPORTING AT LEAST ONE CHILD

## 80%<sup>OF</sup>

UVU STUDENTS WORK:

56% WORK OVER

20 HOURS PER WEEK

30% WORK OVER

30 HOURS PER WEEK

## 36%<sup>OF</sup> UVU

STUDENTS ARE



## 1<sup>ST</sup>



## GENERATION

STUDENTS FROM ALL

## 50 STATES

&

## 72 COUNTRIES

## 65%

APPLIED FOR NEED-BASED FINANCIAL AID

;

## 55%<sup>OF</sup>

UVU STUDENTS RECEIVED FINANCIAL AID



# Objective 3

## Supportive Campus Environment

UVU provides an inviting, safe, and supportive environment for people from diverse backgrounds and perspectives.

1. Improve students' and employees' sense of validation, belonging, and personal safety.
2. Increase recruitment, retention, and advancement of underrepresented faculty and staff at all levels of the University to enrich University life and provide role models for diverse students.





## Solidified Interreligious Engagement Initiative

The Interreligious Engagement Initiative is a project designed to support a variety of academic and engagement activities related to the study and practice of religion in comparative and cross-cultural contexts. Program-ming supports events and projects related to religious understanding through academic dialogue and scholarship, and community engagement through targeted outreach programs.

### 2015-2016 Highlights

- Coordinated participation of 250 college students statewide in the 2015 Parliament of the World's Religions in Salt Lake City.
- Partnered with Interfaith Youth Core (IFYC) on survey/study of UVU's religious/worldview/faith-based activity.
- Established a student-led Interfaith Student Council.

#### Contact:

**Dr. Brian Birch**, Director of the Center for the Study of Ethics  
(801-863-6363, [brian.birch@uvu.edu](mailto:brian.birch@uvu.edu))

## Opened New Veteran Success Center

Utah Valley University has a long history of providing support to veterans. The University's new Veteran Success Center and its staff provide robust mental health resources, certify benefits, and help veterans navigate Veterans Affairs resources. The center also provides veterans' families with support in registration, graduation, and job placement.

### 2015-2016 Highlights

- UVU cut the ribbon on a new Veteran Success Center in January 2016.
- The new center serves between 800 and 1,000 students.
- Created a Community Veteran Advisory Board to provide support and guidance to the VSC and school at large concerning veteran issues.
- Provided preferred registration for veterans (and spouses) as well as preferred classes in math and English to develop a veterans' learning community.
- Received approval for Veteran Art Gallery to raise awareness across campus of veteran issues.
- Partnership with "First-Year" programs to address concerns unique to veterans.

#### Contact:

**Sheldon Holgreen**, Director Veteran Success Center  
(801-863-5707, [sheldon.holgreen@uvu.edu](mailto:sheldon.holgreen@uvu.edu))

## Broke Ground for New Center for Autism

One in 58 children in Utah is diagnosed with autism spectrum disorder. In an effort to meet an increasing community need, Utah Valley University broke ground on the Melisa Nellesen Center for Autism.

### 2015-2016 Highlights

- UVU raised \$8.4 million in private donations to fund the center.
- The building, which will be located west of the McKay Education Building on the University's Main Campus, is expected to be completed in April 2017.
- The 15,000-square-foot building will house therapy rooms for counseling, social skills groups, and family support; sensory rooms; two sensory playgrounds; and a sensory landscape that will enhance children's motor skills and ability to engage in science exploration.

#### Contact:

**Dr. Teresa Cardon**, Interim Director of Melisa Nelleson Center for Autism  
(801-863-5517, [teresa.cardon@uvu.edu](mailto:teresa.cardon@uvu.edu))

## Established LGBT Student Services & Expanded Safe Zone Training

UVU established an LGBT Student Services Office and funded programming and a position to increase support for LGBT students. Safe Zone training is about fostering an environment of inclusion for lesbian, gay, bisexual, transgender, queer, questioning, intersex, allies, and asexual/nonsexual (LGBTQIA) individuals on our campus and in the surrounding community.

### 2015-2016 Highlights

- Developed Safe Zone Training committee and increased number of people trained from 58 in 2014–2015 to 160 in 2015–2016. Number of trainings increased from 8 to 22.
- Conducted seven inQUEERy Educator panels in classes to educate students about sexual orientation and gender identity/expression.
- Spectrum Queer Student Alliance participated in the Provo Pride Festival for the first time.

#### Contact:

**Karen Deysher**, Program Manager of LGBT Student Services  
(801-863-8885, [karen.deysher@uvu.edu](mailto:karen.deysher@uvu.edu))





CONTINUED VITAL STATEWIDE ROLE PROMOTING OPPORTUNITIES FOR WOMEN



### Women's Success Center

UVU's Women's Success Center helps women enter and graduate from UVU in order to improve their lives and the lives of their families, increase financial stability, and positively impact society.

#### 2015-2016 Highlights

- Hosted eight events to promote educational opportunities for women.
- Partnered with the Center for the Advancement of Leadership to develop a specific "women in leadership" cohort.
- The WSC partnered with the Days for Girls nonprofit organization to promote education for girls and women worldwide.
- Launched mentoring program for "traditional-age" female students.

#### Contact:

**Dr. Anne Wairepo**, Sr. Director of the Women's Success Center  
(801-863-6997, [annew@uvu.edu](mailto:annew@uvu.edu))



### Women in Leadership

Utah Valley University is pleased to host the Utah Women and Leadership Project (UWLP), which began in August 2013. The purpose of this project is to conduct research on different elements of women and leadership within Utah; assist Utah women in finding women's groups, networks, and associations throughout the state; and provide events and resources to help prepare women for leadership advancement within the state.

#### 2015-2016 Highlights

- The UWLP held four major lectures and events promoting women in leadership with an average attendance of over 350 people.
- Established "Real Women Run" campaign encouraging women to run for political office or get involved in the political process.

#### Contact:

**Dr. Susan Madsen**, Orin R. Woodbury Professor of Leadership & Ethics, Woodbury School of Business (801-863-6176, [madsensu@uvu.edu](mailto:madsensu@uvu.edu))



### Unveiled the Utah Women's Walk

The purpose of the Utah's Women's Walk is to showcase the lives of women who have made contributions to life in Utah over the past 150 years. The project, led by Michele Welch, engages UVU American Studies students to interview, research, and write about the lives of Utah women who inspire them. Those profiles can be found in the George Sutherland Archives at UVU, and a tribute display is found outside of the Women's Success Center.

#### Contact:

**Shelli Densley**, Acting Coordinator of the Utah Women's Walk  
([Shelli.densley@gmail.com](mailto:Shelli.densley@gmail.com))



## Wee Care Center

The Wee Care Center is a place where children of students learn, grow, and develop while their parents are getting an education. Approximately 120 parents utilize the service while pursuing their educational endeavors. Priority is given to families in need (primarily single-parent families). A sliding scale based on income is utilized to help subsidize childcare costs. The Wee Care Center is essential in contributing to nontraditional student success and ultimately helping these students graduate.

### 2015-2016 Highlights

- Approximately 150 children utilized the center during each semester of 2015–2016.
- The rate for childcare is between \$2.50 to \$6.00 per hour per child.
- Low-income students, nontraditional students, and UVU employees use the Wee Care Center.

#### Contact:

**Todd Harper**, Director of Barbara Barrington Jones Foundation Wee Care Center  
(801-863-7267, tharper@uvu.edu)

## ADDITIONAL PROGRESS ON OBJECTIVE 3

- UVU's Food Pantry distributed 1,770 lbs. of food to students in need.
- Developed Inclusion module as part of New Employee Orientation and New Faculty Orientation.
- Trained 17 academic departments on new Diverse Hiring Guidelines.
- Allocated space for mothers' rooms for students and employees with newborn babies.
- Added new unisex/family bathrooms to bring total to 14 across campus.

## CHAMPIONS OF INCLUSION AWARD WINNER



## Karen McCandless

**Community Strategies Director,**  
*Community Action (Provo)*

Karen consistently works to identify and engage community members in need and improve their environment. In 2015 Karen hosted a critical event for higher education representatives regarding how to support need-based students. Her team coordinates with UVU's food pantry providing essential resources to individuals in need. Karen McCandless is a powerful advocate for students to not only help them find the resources they need but also raise community awareness of the issues surrounding under-resourced students.

Karen has worked with the UVU Service Council to better understand issues related to community building and poverty through the "Bridges Out of Poverty" training modules. Her passion and dedication clearly impacted the student leaders as they refer to her training often. Karen holds numerous trainings for businesses, government leaders, and higher education institutions, increasing knowledge about individuals in need and how to best serve them. She oversees the "Circles Big View" team providing opportunities for collaboration across areas of contact for low-income individuals. Karen's service to UVU students both on and off campus is often quiet and behind the scenes, but it provides an essential tool set and framework from which student success is supported.



# Objective 4

## Academic Inclusivity & Regional Stewardship

UVU offers an array of courses, programs, and delivery methods designed to reflect students' goals and the region's educational needs.

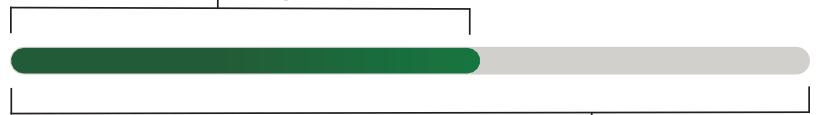
1. Maintain and continue development of a robust set of academic courses, programs, and offerings that reflect students' interests and the region's educational needs.
2. Maintain and strategically develop a robust set of course delivery times, sites, and methods responsive to students' needs.



**55** NEW **ONLINE COURSES**  
LAUNCHED IN  
**2014/2015**

**176**  
**HYBRID COURSES**

*offered across*

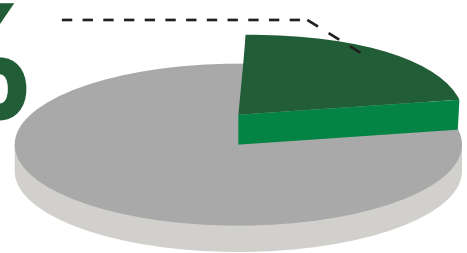


**321**  
**SECTIONS DURING**  
*Fall, Spring, and Summer*



**22%**

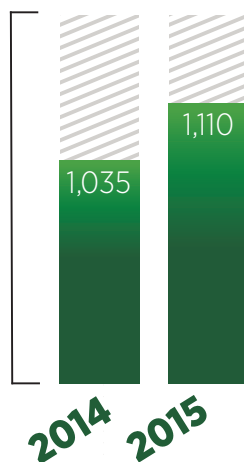
OF TOTAL FTE (ALL STUDENTS) WHO  
TOOK AT LEAST ONE INTERNET,  
LIVE INTERACTIVE, HYBRID, OR TELEVISION COURSE



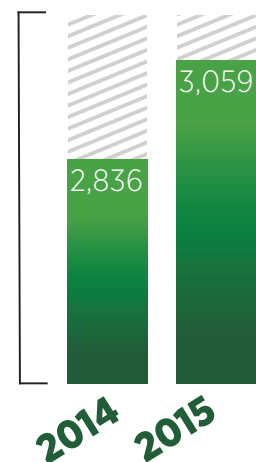
**93** NEW **COURSE REDESIGN PROJECTS FOR**  
**ONLINE OR HYBRID ENTERED DEVELOPMENT IN**  
**2014/2015**

**AN INCREASE OF**  
**244%**  
**OR 66 COURSES FROM**  
**2014/2015**

**TOTAL**  
**NUMBER OF**  
**STUDENT FTE**  
**WHO**  
**PARTICIPATED IN A**  
**HYBRID**  
**COURSE**



**TOTAL**  
**NUMBER OF**  
**STUDENT FTE**  
**WHO**  
**PARTICIPATED IN AN**  
**ONLINE**  
**COURSE**





# Moving Forward

During the 2016-2017 academic year, UVU will continue to make progress on the Strategic Inclusion Plan. Some of the areas of focus for the coming year include:





### **Inclusion Assessment Data**

Develop reports for campus leaders regarding Inclusion-related data and continue mapping assessment of Inclusion indicators and objectives.

### **First-Generation Initiative**

Solidify plans for and expand ownership of campus-wide First-Gen activities, programming, mentoring, and workshops.

### **Completion Plan Support**

Align specific action steps and resources to support the UVU Completion Plan with creative approaches to help underrepresented students persist towards associate and baccalaureate degrees.

### **Workshop/Training Modules & Fellowship**

Establish set of Inclusion-related workshop and training modules as well as a facilitator fellowship for people to become trainers.

### **Some College/No Degree & Adult Learners**

Develop campus strategy focused on helping adult learners (nontraditional students) gain access to and complete a degree at UVU.

### **Establish Interfaith/Worldview Programming**

Develop a set of activities that enhance employee and student awareness of and sensitivity to differing worldviews and perspectives on faith/religion/spirituality/ideology.

### **Accessibility Initiative**

Establish a strategy to improve awareness, understanding, and skill development concerning issues of accessibility, (dis)ability, and autism.



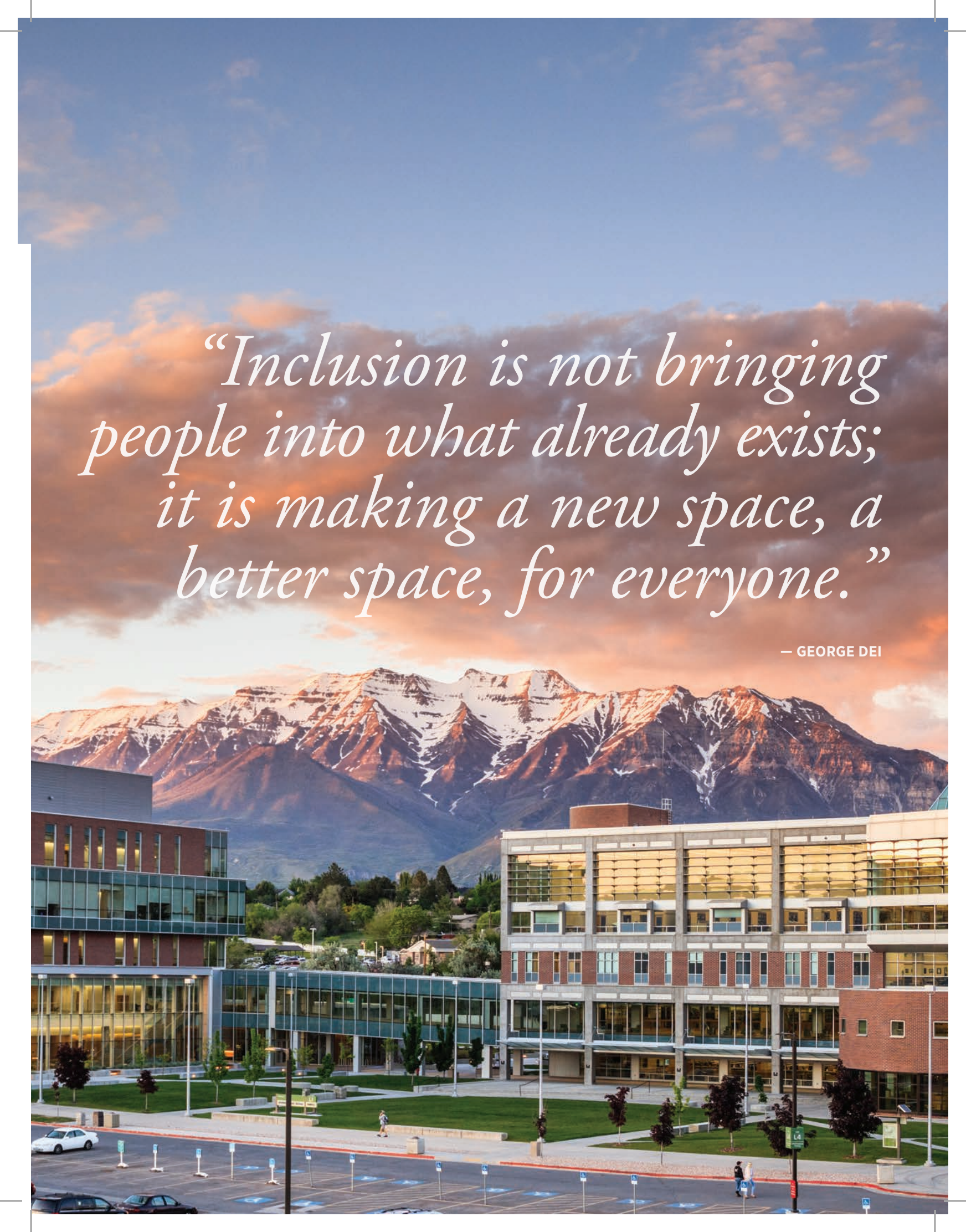
If you would like to get involved with any of the initiatives above or have ideas to improve UVU's commitment to its core theme of Inclusive, please contact Dr. Kyle Reyes at [kyle.reyes@uvu.edu](mailto:kyle.reyes@uvu.edu).



**Kyle Reyes (Chair)**, Special Assistant to the President for Inclusion  
**Charles Mace (Secretary)**, Inclusion Office Presidential Intern  
**Kathren Brown**, Associate Vice President — Academic Administration & Academic IT  
**David Connelly**, Department Chair of History & Political Science  
**Janet Colvin**, Associate Professor and Chair of Communications (GI Chair)  
**Steve Crook**, Director of International Student Services  
**Daniel Delgadillo**, Training Coordinator in Human Resources  
**Lynn England**, Lecturer of History/Political Science  
**Melissa Frost**, Director of Equal Opportunity & Affirmative Action  
**Elena Garcia**, Assistant Professor of Basic Composition  
**Marcy Glassford**, Director of First-Year Experience and Student Retention  
**J.C. Graham**, Director of Crisis Services  
**Pilar Hays**, Policy Coordinator  
**Sheldon Holgreen**, Director of Veteran Success Center  
**Daniel Horns**, Associate Dean of College of Science & Health  
**Jeffrey Johnson**, Assistant Director of Institutional Effectiveness & Planning  
**Tara Ivie**, Assistant Director of Student Retention  
**Marc Jorgensen**, Associate Professor, Developmental Math  
**Michelle Kearns**, Associate Vice President — Student Success & Retention  
**Yudi Lewis**, Program Director for Latino Initiative  
**Deb Marrott**, Professor and Chair of Department of Basic Composition  
**Noemy Medina**, Program Manager for Degree Completion  
**Pola Morrison**, Director of Accessibility Services  
**Barney Nye**, Director of Multicultural & LGBT Student Learning  
**Alexis Palmer**, Dean of Students  
**Matt Robbins**, Student Body Vice President  
**Laura Snelson**, Senior Research Analyst  
**Darah Snow**, Assistant Director of Multicultural Student Services  
**Tim Stanley**, Associate Director of Assessment, Analysis & Survey Research  
**Richard Tafalla**, Assistant Vice President for Scholarship & Faculty Development  
**Summer Valente**, Director of Volunteer & Service-Learning Center  
**Cristobal Villegas**, Presidential Intern, Multicultural Student Council President  
**Bryan Waite**, Associate Professor of Secondary Education, Director of Intercultural Academic Programs

[uvu.edu/inclusion](http://uvu.edu/inclusion) #UVUInclusive #UVUnity #HumansofUVU

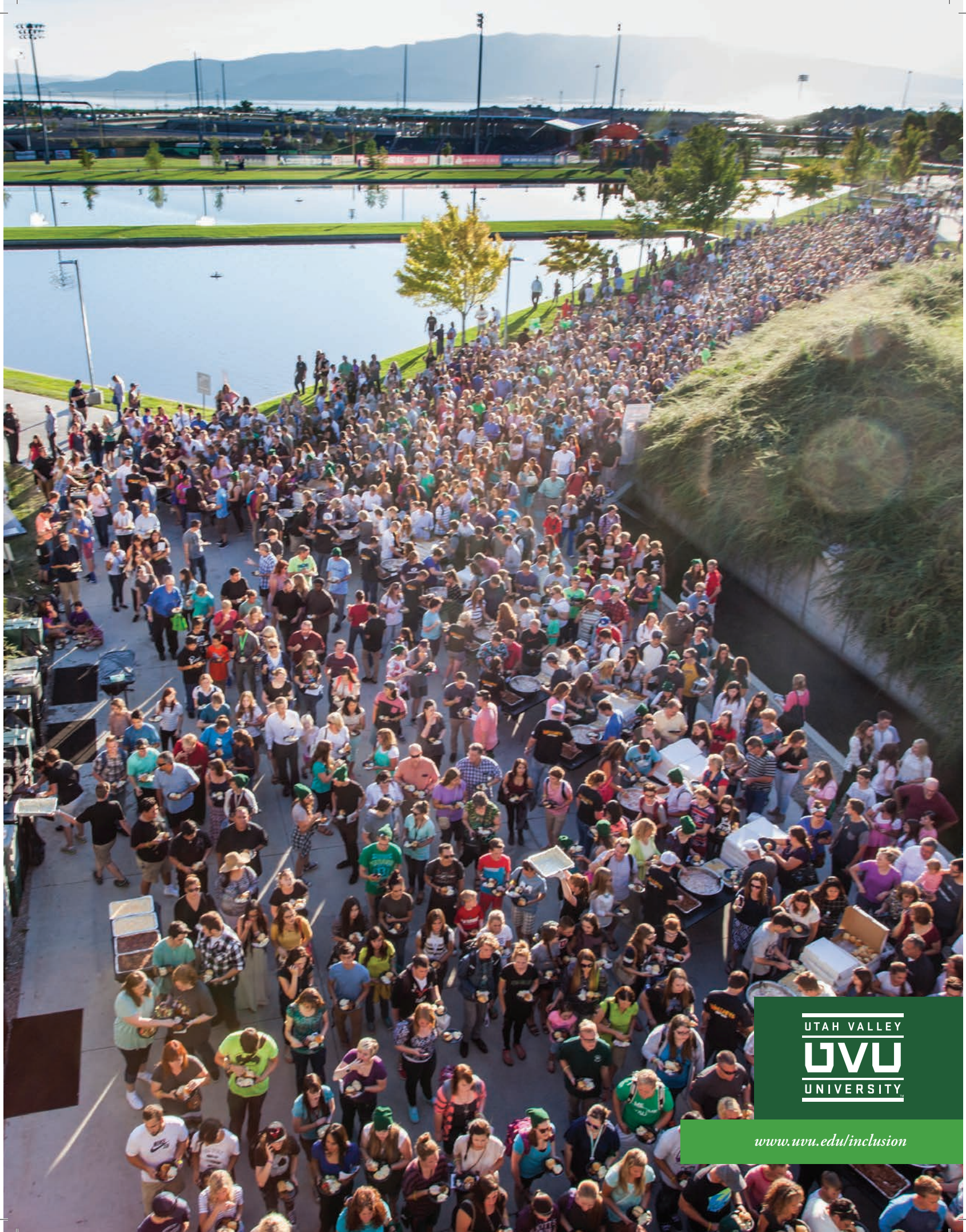
DESIGN Kelsie Wilson  
 PHOTOGRAPHY UVU Marketing



*“Inclusion is not bringing people into what already exists; it is making a new space, a better space, for everyone.”*

— GEORGE DEI





UTAH VALLEY  
**UVU**  
UNIVERSITY

[www.uvu.edu/inclusion](http://www.uvu.edu/inclusion)