



UVU

**INCLUSION
REPORT
2018-2023**



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FROM US TO YOU



President’s Message



“Come as you are” is the invitation we issue at Utah Valley University. We believe in the potential of every student on our campus. We believe in the power of diverse worldviews, life experiences, and talents.

This report is a bit of introspection for our campus community as we identify what we are doing well and what we can do better in our equity, inclusion, and diversity work. I want to thank everyone who has contributed to making our students, faculty, and staff feel supported and valued. Our collective efforts reflect our values of exceptional care, exceptional accountability, and exceptional results. This report captures what our culture is now and what we aspire to become as we continue to grow and evolve.

While we have made significant progress over the past decade, there is still more to do. I invite you to review our updated inclusion plan at the end of this report, which outlines our campus work for the next four years. We truly want UVU to be a place for everyone.

Astrid S. Tuminez, Ph.D.

President, Utah Valley University



Chief Inclusion and Diversity Officer’s Message

With immense gratitude, we mark five years of dedicated efforts to advance equity and inclusion at Utah Valley University. I would love to extend heartfelt appreciation to each member of our UVU community for your unwavering support during this transformative journey. We are invigorated by UVU’s commitment to advancing efforts within equity, inclusion, and diversity. Our unwavering dedication to delivering exceptional experiences and cultivating an inclusive learning environment for every member of our UVU community is resolute. We aspire to a standard of excellence that not only meets but exceeds expectations. Let us shape a future of unparalleled inclusivity at UVU.

Rasha Qudisat, Ph.D.

Chief Inclusion and Diversity Officer





OUR JOURNEY

Overview

Equity, inclusion, and diversity (EID) are central values that are pivotal to the student experience and an institution's success in postsecondary education. Utah Valley University (UVU) is dedicated to creating a campus culture where students, faculty, staff, and the broader community are empowered to pursue their educational and professional goals. We strive to cultivate an environment where all Wolverines are welcome, valued, and celebrated.

UVU began its journey to creating a more diverse, equitable campus in 2012. At that time, women constituted 44% of the student population, while non-white students represented just 15%. We recognized the unique challenges faced by students from underrepresented groups in accessing higher education and understood our responsibility to uplift those students.

Today, UVU's action commitments to include, engage, and achieve guide us in everything we do in pursuit of our mission of student success. Inclusion is at the core of EID work; students must have a seat in the classroom if we want to facilitate their success. To that end, we are committed to providing and expanding educational opportunities that are accessible and equitable, especially for students from historically underrepresented backgrounds.

UVU is invested in creating positive, impactful experiences for students once they are admitted to the university. We engage students not only through hands-on learning practices, but also through fostering meaningful connections. By fostering a diverse student community and providing exceptional care, we are also curating a community of scholars, professionals, and creators.



It is through including and engaging our students that we are all able to achieve great things together as a campus community. Providing student support systems and increasing our understanding of diverse, intersectional issues students face in higher education are proven to result in higher levels of achievement. In doing so, UVU makes an impact on current students and opens doors for future students.

The results of our efforts to increase equity, inclusion, and diversity at UVU are already clear. Since 2012, we have more than doubled the number of students from historically underrepresented backgrounds at UVU to over 8,000. Additionally, fall 2022 marked the first time when women outnumbered men in our student body. These achievements would not be possible without the efforts of all UVU faculty, staff, donors, and community members.

We are excited to share more of our achievements with you and continue working together to make UVU a place for everyone.

**OPEN HERE TO SEE
DETAILED TIMELINE**



Marking Milestones

ANNIVERSARIES OF 2023

Many of UVU's longest-standing programs celebrated milestone anniversaries in 2023.

- 10 years of the Native American Initiative
- 10 years of the Wee Care Center
- 12 years of the Women's Success Center
- 15 years of university status
- 16 years of the Latino Initiative

NEW CENTERS AND INITIATIVES

Our programs and initiatives have grown significantly over the past five years. These initiatives help us empower underrepresented groups.

- 2017: Melisa Nellesen Center for Autism
- 2019: CARE Hub
- 2020: Underrepresented Students in Stem (U-SIS); Bias Education Support Team (BEST); African Diaspora Initiative; First-Generation Student Success Center
- 2022: EID Faculty Fellowship Program; LGBTQ+ Student Services

CAMPUS EXPANSIONS

As we expand our infrastructure and geological footprint, we are creating a campus that reaches more students across our service region and increases access by making these buildings more accessible.

- 2017: NUVI Basketball Center
- 2019: The Noorda Center for the Performing Arts; Payson land acquisition
- 2020: Partnership with Mountainland Technical College (MTECH); expanded space at Lehi Campus
- 2021: Fugal Gateway Building; 1-15 Pedestrian Bridge
- 2022: Scott C. Keller Building
- 2023: UVU Museum of Art at Lakemount

TIMELINE



2013

THE BARBARA BARRINGTON JONES FAMILY FOUNDATION WEE CARE CENTER OPENS WITH A NEW BUILDING ON WOLVERINE WAY



2014

UVU HIRES ITS FIRST PART-TIME CHIEF INCLUSION AND DIVERSITY OFFICER

2015

VETERAN SUCCESS CENTER OPENS
MULTICULTURAL STUDENT SERVICES HIRES ITS FIRST COORDINATOR SERVING LGBTQ+ STUDENTS



2016

ROOTS OF KNOWLEDGE OPENS
UVU RELEASES ITS FIRST INCLUSION PLAN, SETTING THE GROUNDWORK FOR FUTURE EID EFFORTS



2017

FOUNDATIONS OF INCLUSION PROGRAM BEGINS
CHAMPIONS OF INCLUSION AWARDS LAUNCH
THE MELISA NELLESEN CENTER FOR AUTISM OPENS



2018

THE OFFICE OF INCLUSION AND DIVERSITY OPENS



2019

CARE HUB CREATED
ADDITIONAL MEDICAL MATERNITY LEAVE POLICY PROVIDES NEW PARENTS SIX WEEKS OF CONSECUTIVE PAID LEAVE
MAMAVA LACTATION PODS OPEN ON CAMPUS FOR BREASTFEEDING PARENTS



2020

FIRST-GENERATION STUDENT SUCCESS CENTER OPENS
AFRICAN DIASPORA INITIATIVE OPENS



2022

LGBTQ+ STUDENT SERVICES OPENS AS A FULL CENTER
GENDER ENROLLMENT GAP CLOSES FOR THE FIRST TIME

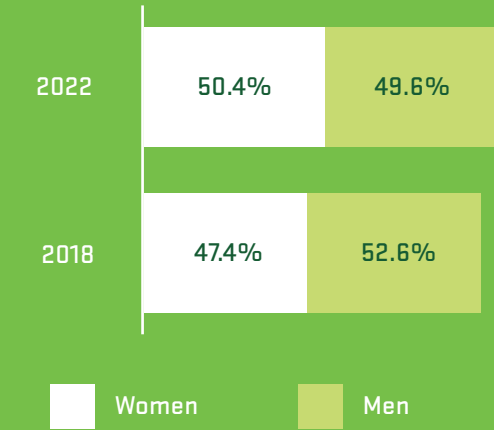


REPRESENTATION MATTERS

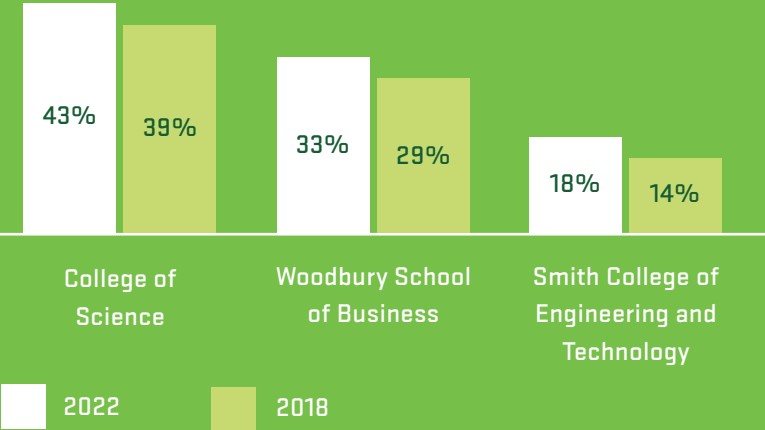
Students

GENDER

UVU closes the gender enrollment gap for the first time in 2022



Percentage of women rose 4% in three colleges

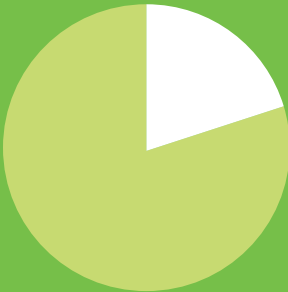


AT A GLANCE

Fall 2022



37% first-generation students

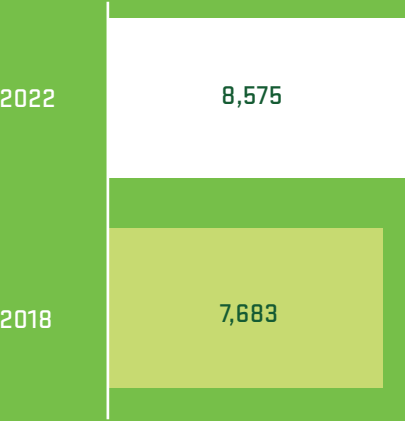


20% non-white students, reflecting the diversity in our service region of 19% non-white residents

Students

NON-WHITE

Headcount increase



500+
International students
(fall 2022)



800+
Veteran students
(fall 2022)

COMPLETION NUMBERS

2018-2022

First-generation students

2,002 to 4,035 (102% increase)

African American students

52 to 137 (163% increase)

American Indian students

33 to 70 (112% increase)

Asian students

113 to 266 (135% increase)

Hispanic/Latino students

569 to 1,643 (189% increase)

Multiracial students

172 to 545 (217% increase)

Pacific Islander students

32 to 71 (122% increase)

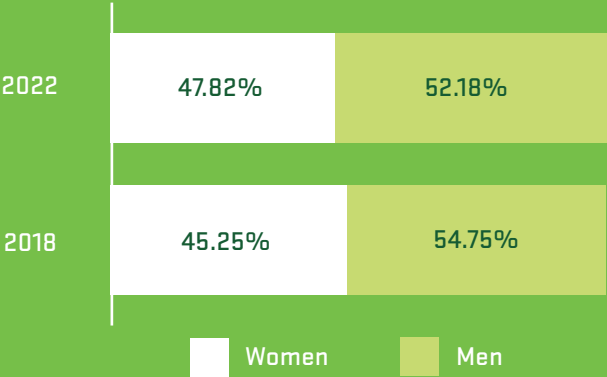


REPRESENTATION MATTERS

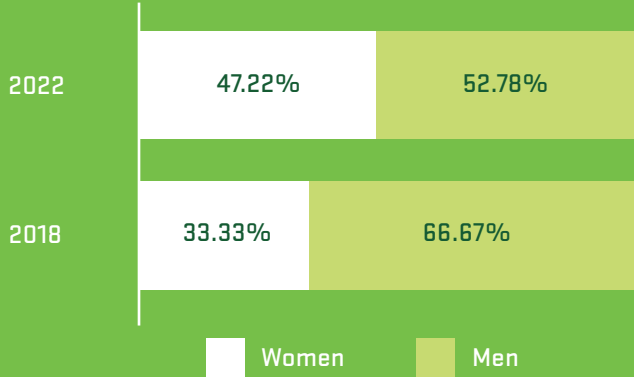
Employees

GENDER

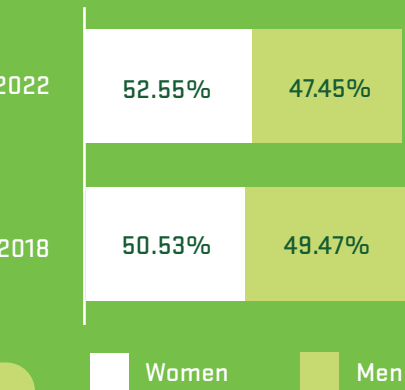
All employees



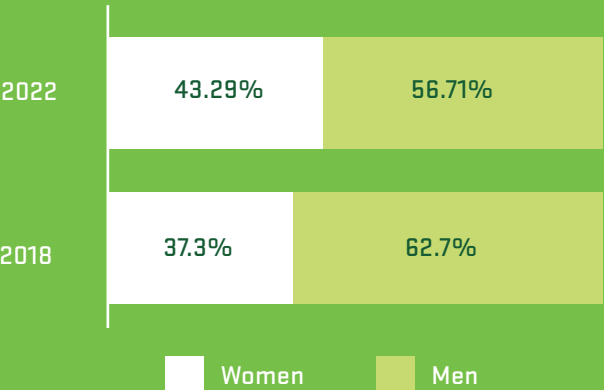
Executives



Full-time and part-time staff members



Faculty members

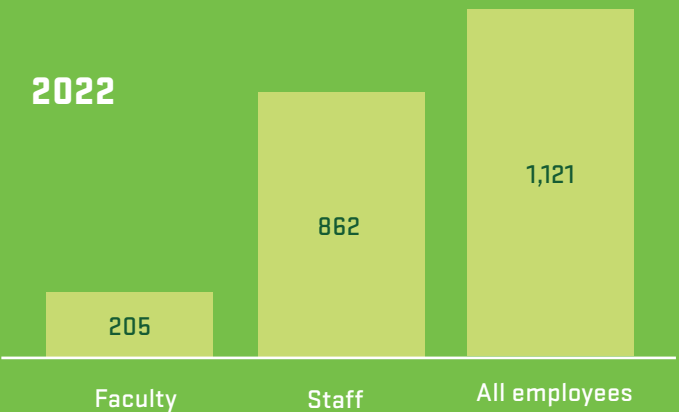


Includes adjunct/
overload teaching,
clinical/professional
faculty, faculty 9-10
month contract,
faculty 11-12 month
contract, and
faculty summer
contract

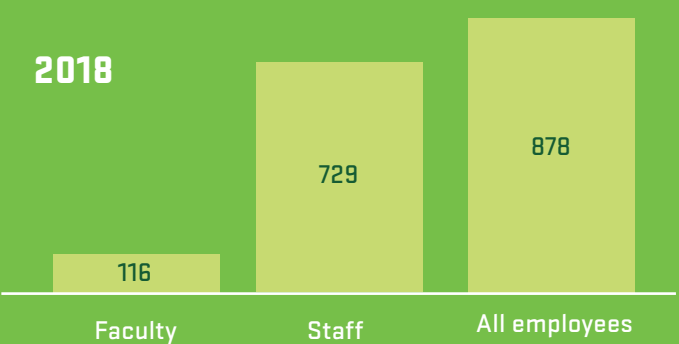
Employees

NON-WHITE

2022



2018



2,752 STUDENT EMPLOYEES
IN 2022



132 UVU EMPLOYEES HAVE USED
MEDICAL MATERNITY LEAVE
SINCE 2019





BELONGING BEYOND NUMBERS

A student's sense of community and belonging relies on more than the statistics of how many other students are like them at UVU. The departments, centers, and initiatives that serve students, especially those from underrepresented groups in higher education, facilitate outreach and connection that is vital to creating a supportive, diverse campus atmosphere.

Native American Initiative

During the 2023 General Legislative Session, UVU was awarded \$1,506,700 in one-time funding and \$503,500 in ongoing funding through the Native American Excellence Opportunity. These funds will be dedicated to expanding access and opportunities for Native and Indigenous students.

Women's Success Center

In August 2021, the Research Institute at the Women's Success Center launched. The Research Institute supports students, staff, faculty, and community members conducting research dedicated to recruiting and retaining women in higher education.

Latino Initiative

11.31% of students are Latino (fall 2022)
189% completion rate increase (2018-2022)

The Latino Initiative blends fundraising opportunities with cultural events and celebrations. Bachata Fest began in 2008 as a celebration of bachata, a dance from the Dominican Republic, and has grown into one of the Latino Initiative's largest fundraising events of the year.

Pacific Islander Initiative

UVU has participated in the Utah Pasifika Intercollegiate Association since 2021. The organization connects Pacific Islander initiatives across colleges and universities in Utah.



African Diaspora Initiative

During the 28th annual Martin Luther King Jr. Commemoration Week in January 2022, UVU hosted a virtual keynote delivered by Philonise Floyd, an activist and the brother of George Floyd. His speech emphasized the importance of communication, the willingness to have hard conversations about racism, and "turning pain into purpose."

LGBTQ+ Student Services

Support for lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual (LGBTQIA+) students at UVU began with a part-time coordinator with Multicultural Student Services in 2015 and has grown exponentially since then. From the student lounge to lavender graduation, we have more resources than ever to support LGBTQIA+ students with the standalone LGBTQ+ Student Services, launched in 2022.

Veteran Success Center

800+ student veterans (2021-2022)
2,500+ veterans and military-affiliated students served annually

In May 2023, UVU was designated a Top 10 Military Friendly School by Military Friendly, an organization that measures an institution's efforts in creating sustainable, meaningful opportunities for the military community.

UVU is ranked fifth in the nation in the Large Public university category.

First-Generation Student Success Center

37% of students are first-generation (2022)
1,500 students served annually

The First-Generation Student Success Center was founded in 2020 to serve first-generation students and increase their retention and graduation rates. In addition to robust fundraising efforts, the center helps students navigate higher education at an institutional level, including filling out paperwork, applying for scholarships, and registering for classes. In 2023, UVU reached its goal of raising \$15 million to support first-generation scholarships and funding.

UVU: A Multilingual Campus



200+ students speak multiple languages



50+ languages spoken on campus



Students from 80+ countries



JOSE RODRIGUEZ

Class of '23

"I take great pride in being a first-generation student at UVU. My parents motivate me to be the best student, worker, and person I can be."

Jose Rodriguez's parents were pulled out of school in their early teens before emigrating to the United States from Mexico. Jose is the first in his family to attend college, and his parents' work ethic and entrepreneurial spirit pushed him to pursue his aspirations of owning his own business.

Learn more about Jose's story.





JENNY HER
Class of '22

“Being a student, I never had to wonder how I would pay for school or continue going to school because UVU and the Women’s Success Center made it that easy.”

After going through a divorce while attending UVU, Jenny Her needed to figure out how to continue her education on her own. With the Virginia Wade Women’s Success Scholarship, Jenny had more time for studying without worrying about how to pay for school.

Learn more about Jenny’s story.



Scholarships

Paying for college is one of the most significant barriers to education our students face. Through financial aid, we create educational opportunities for students who would previously be unable to access higher education, especially those from historically underrepresented communities.

Student Emergency Fund

The Student Emergency Fund was established in 2019 to support students facing financial crises. The goal is to alleviate immediate financial burden and enable students to remain enrolled and ultimately graduate.

- \$165,000 distributed to 378 students from 2020 to 2022
- Recipients awarded \$50-\$500 in immediate financial aid
- 47.6% of recipients are students of color
- 60.5% of recipients identify as women
- 32.8% of recipients request an amount less than the \$500 maximum

Women’s Success Center Scholarships

- \$477,172 raised at 2023 Women’s Scholarship Luncheon
- The number of scholarship recipients tripled and average award amounts quadrupled since 2014

CARE Hub

- 1,000+ students served in 2022
- 25,000 lbs of food distributed in 2022

The CARE Hub launched in 2019 to create an inclusive environment for Wolverines needing help meeting their basic needs and to connect those students to resources to address food insecurity, mental health, safety, housing, and more. By helping UVU students meet their basic needs, the CARE Hub empowers students to focus on their academic success.

Wolverines Elevated

Wolverines Elevated is a three-year certificate program that makes higher education accessible to students with intellectual disabilities. UVU received a grant from the U.S. Department of Education in October 2020 and opened the program to students in 2021. Students participate in credit-bearing college courses while having built-in support and peer mentors to help them succeed academically and socially.



Melisa Nellesen Center for Autism

- 15,000+ students, community members, family members, and professionals served from 2018-2022

Founded in 2017, the Melisa Nellesen Center for Autism (MNCA) builds inclusion and creates a community of belonging for autistic individuals and their families. The MNCA provides direct services for autistic students, along with training and support for faculty, staff, and other campus services to empower all departments and centers to best serve the autistic community.

In addition to its annual conference, workshops, and community partnerships, the MNCA manages community events to allow a safe space for autistic individuals and their families to enjoy typical community activities.

Accessibility Services

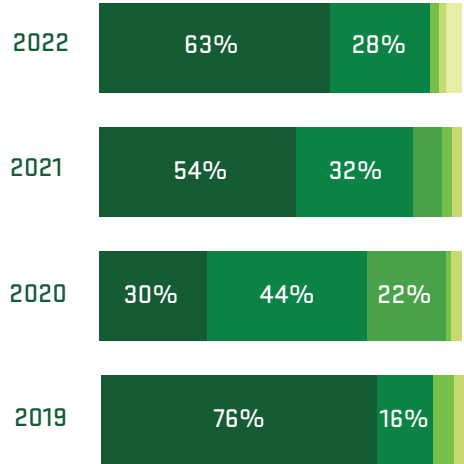
- 1,000+ students served (2022-2023)
- Over 50% accomodation usage rate

Accessibility Services offers both day-to-day accommodations and support and larger events and programs that serve students with disabilities. The department hosts several campus tours throughout the year, including Wolverine Transition Day for high school juniors and seniors and the Touch Tour, provided in collaboration with the Utah School for the Deaf and Blind.

Course Delivery Methods

When COVID-19 shut down UVU campuses in spring 2020, the university found innovative ways to bring education to students. Online and hybrid courses not only support student safety but are also more accessible to students facing various challenges. Online and livestreaming courses allow students outside UVU’s service region to take classes and provide greater access for student-parents and students with disabilities or other situations that impact their abilities to attend school face-to-face.

Enrollment by course delivery



Values under 10% not labeled.

- Face-to-face
- Hybrid
- Internet
- Live interactive
- Livestreaming
- Null



ACADEMIC HIGHLIGHTS

THE WOODBURY SCHOOL OF BUSINESS

The Woodbury School of Business' Money Success Center prioritizes financial education, FAFSA assistance, and financial well-being among students. The center offers comprehensive programs and workshops that help individuals make informed financial decisions, supporting them on their paths to financial security and academic success.

COLLEGE OF HEALTH AND PUBLIC SERVICE

Housed in the College of Health and Public Service, the UVU Police Academy is graduating more women than at any other point since the program was founded in 1996. In 2023, 21% of the Police Academy's graduating class were female.

COLLEGE OF HUMANITIES AND SOCIAL SCIENCES

Each year, the UVU College of Humanities and Social Sciences holds conferences on important mental health topics, including addiction, domestic violence, suicide prevention, and depression. These conferences are open to the UVU community and the public, increasing awareness and providing resources and support.

SCHOOL OF THE ARTS

The new UVU Museum of Art at Lakemount opened in May 2023 with The Art of Belonging, an exhibition that is part of a community-based initiative and collaboration of artists committed to nonwhite inclusion and representation.

SCHOOL OF EDUCATION

In April 2023, UVU's School of Education hosted EID 101: Equity, Inclusion, and Diversity in Education, a forum to inform attendees about EID efforts within the School of Education and K-12 schools. Similar forums are scheduled to be held within the College of Health and Public Service and the College of Science.

COLLEGE OF SCIENCE

Underrepresented Students in STEM (U-SIS) is a UVU College of Science program that aims to increase retention and completion among students who belong to groups that are underrepresented in science and health disciplines through networking, mentorship, research opportunities, and more.

SMITH COLLEGE OF ENGINEERING AND TECHNOLOGY

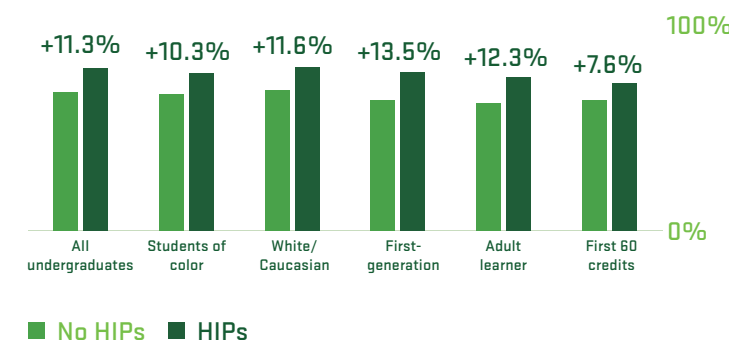
The Smith College of Engineering and Technology (CET) is committed to advancing the understanding of diverse perspectives by empowering and supporting its students. In 2022, 262 of CET's graduates were female (up 78 from 2021), 181 were from minority groups (up 52 from 2021), and 566 were first-generation students (up 117 from 2021).



INNOVATION ACADEMY

Launched in 2022, UVU's Innovation Academy programs include high-impact practices (HIPs) such as Excelerate, the Excellence and Innovation Initiative (e2i), internships, Latinos of Tomorrow, the Global/Intercultural Initiative, and Education Abroad.

Spring 2022 to fall 2023 retention rates



RESEARCH AND CREATIVE WORKS

UVU is dedicated to academic excellence and empowering its diverse community. Faculty members engage in groundbreaking research, and undergraduates are encouraged to complete research with faculty mentorship. Additionally, the Women's Success Center Research Institute focuses on addressing gender equity issues, informing policies, and promoting inclusion.

FACULTY FELLOWS

UVU began its Equity, Inclusion, and Diversity Faculty Fellowship program in 2022 as part of the university's commitment to attracting and retaining diverse faculty, staff, and students. Below are UVU's current Equity, Inclusion, and Diversity Fellows and their contact information.



Dianne McAdams-Jones
Professor of Nursing
dianne.mcadams-jones@uvu.edu



Ezgi Sertler
Assistant Professor of Philosophy
esertler@uvu.edu



Jessi Hill
Associate Professor of Psychology
jessi.hill@uvu.edu



EDDY CADET

Environmental Science Professor

“My favorite part about what I do here is the way I see the students change.”

Eddy Cadet has grown alongside UVU for 30 years, watching it transition from a two-year institution to a university. His continual change allows him to understand students’ individual needs, meet students where they are, and guide students toward academic success. Eddy emphasizes that as UVU faculty and staff grow and succeed, they also empower our students to succeed.

Learn more about Eddy’s story.



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GLOBAL/INTERCULTURAL INITIATIVE

The UVU Global/Intercultural Initiative, housed within UVU’s Innovation Academy, emphasizes the importance of global and intercultural competence. It promotes diverse perspectives, encourages understanding of different cultures, and equips students with the skills to be inclusive and respectful citizens. Students who meet the requirements receive the global/intercultural distinction on their transcripts upon completion.

77 G/I courses listed

78 faculty members received G/I training

70 students received G/I distinctions

Student Testimonials

“Getting the global/intercultural distinction was the highlight of my college career. It taught me so much about myself and gave me the opportunity to look at my own biases and learn so much about different other cultures while I learned about myself.”

Marni Molina
Class of ‘17

“It really helped me to...not just look at a person for what they are but who they are.”

Tauafanga Sperry
Class of ‘22

CHAMPIONS OF INCLUSION

The UVU Champions of Inclusion Award recognizes students, faculty, staff, departments, and community partners who advance the core themes of equity, inclusion, and diversity at UVU. Award winners are nominated by their peers and recognized at a banquet.

Champions of Inclusion Faculty Award: Erin Riggs

Erin Riggs, the director-curator of the UVU Herbarium, received the 2023 Champions of Inclusion Faculty Award from the Office of Inclusion and Diversity for her commitment to promoting equity, inclusion, and diversity within UVU’s College of Science. Riggs has been a driving force in creating opportunities for underrepresented students in science.

As a mentor and advocate, she supports students from diverse backgrounds, empowering them to pursue their passions and excel academically. Her teaching methods emphasize open dialogue, respect for different perspectives, and a welcoming environment for students. Riggs also promotes equity and diversity within UVU’s scientific community, taking charge of initiatives to recruit and retain diverse faculty and developing policies and practices that address disparities and foster equal opportunities.



EMPLOYEE EMPOWERMENT

FOUNDATIONS OF INCLUSION

Started in 2017, Foundations of Inclusion is a professional development workshop series designed to provide faculty and staff with the knowledge, tools, and resources to better care for and support UVU’s diverse campus community. Workshops center on topics related to positionality, intersectionality, and relationality.



940+ total attendees



250+ managers have attended



250+ certifications



17% self-reported increase in cultural competency

STAFF TRAINING

Competencies

UVU has made significant updates to staff competencies, adding a strong focus on inclusion. These changes include developing leadership and staff competencies, which revolve around fostering an inclusive culture. Employees are now assessed on their abilities to promote inclusivity within the university, while supervisors are evaluated on their capacities to create an inclusive culture.

Inclusive Hiring

UVU has enhanced its inclusive hiring practices with the introduction of UVUHire Search Committee, a program that provides all search committee members with training on inclusive hiring practices and unconscious biases. UVU also trains those in the role of search chair on the importance of using inclusive language and avoiding biases in recruitment and decision-making. Since this was developed, 730 employees have taken the search chair training and 1,357 employees have taken the search committee training.

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AWARDS & EXCELLENCE

2023

CARE Hub’s food access program received the **2023 NASPA Region V Innovative Program Award**, which is awarded to institutions with outstanding programs that benefit students and enhance campus life.

UVU was recognized as one of the **100 Utah-based businesses championing women** by Governor Spencer Cox’s Office of Economic Opportunity.

UVU earned a **Top 10 Military Friendly School designation from Military Friendly** for the second year in a row.

The School of Education’s Creative Learning Studio was recognized by the **Northwest Commission on Colleges and Universities** Beacon Newsletter for innovation and equality in STEM.

2022

UVU received the **Hispanic Association of Colleges and Universities (HACU) Outstanding Member Institution Award** in October 2022.

The Center for Social Impact received the **2021-2022 NASPA Excellence Awards Gold Award and Silver Grand Award** for its civic learning, engagement, and service learning.

2020

UVU was recognized as a **First-Generation Forward Advisory Institution**.

2018

UVU received the **Inclusion Cultivates Excellence Award** from the College and University Professional Association for Human Resources [CUPA-HR].

POLICY UPDATES

2023: Policy 646, Faculty Appeals for Retention, Tenure, and Promotion: Helps correct for any violations of policy in the RTP process. Clarifies that discriminatory actions are addressed under other policies.

2022: Policy 633, Faculty Performance Evaluation and Feedback: Clarifies the annual review process and states faculty must be evaluated against goals and policies, helping to reduce bias in the evaluation process.

2019: Policy 660, Research Ethics and Compliance: Ensures faculty and staff members follow appropriate research ethics to protect vulnerable populations.

2019: Policy 361, Revised Parental Leave Policy: Made all full-time, benefits-eligible employees giving birth eligible for up to six weeks of paid medical maternity leave due to the medical necessity of recovering from childbirth.

EMPLOYEE BENEFITS

Flexible work options: UVU created its remote work policy before the COVID-19 pandemic, allowing the university to quickly adapt to changes in 2020. Since the policy was put in place, 57% of employees in remote work-eligible roles have utilized remote work in some capacity.

Additional paid holidays: UVU added Juneteenth to its list of paid employee holidays, bringing the total number of paid days to 13.

BREAKING THE GLASS CEILING

UVU is making significant progress in achieving gender equality. We are committed to promoting diversity and inclusion throughout the UVU community by narrowing the gender gap in teaching and leadership roles. In uplifting our women employees, many UVU employees have stood out in Utah and in higher education.

Standout Women at UVU

Rasha Qudisat, chief inclusion and diversity officer at UVU, was selected by Utah Business as one of 24 recipients of the Living Color Awards in 2023.

Diane Acevedo BA ’15, MBA ’18, senior vice president of Operations and Customer Experience at Gabb Wireless, was named one of Utah Business’ 40 Under 40 in 2021.

Breanna Lambert ’22, Addison Hansen, and Priscilla Villaseñor-Navarro ’23 were part of a research team that won an Underrepresented Community Voice Award at the Map the System competition hosted by the University of Oxford in 2023.

Tara Ivie, associate vice president of Inclusive Excellence, was featured in Utah Business Magazine’s 30 Women to Watch list in 2023 and selected as one of Utah Valley 360’s 40 Under 40 in 2018.

Kara North ’07, UVU Board of Trustees member and Alumni Association Advisory Board president, was named one of Utah Valley Business Quarterly’s 40 Under 40.

Wendy Farnsworth, academic advisor in the College of Health and Public Service, received the 2023 Board of Trustees Award of Excellence.

Laura Busby ’09, director of Business Intelligence and Research Services, received the 2023 Board of Trustees Award of Excellence.

Amanda Hyer, lead project manager, University Marketing and Communications, received the 2023 Presidential Award of Excellence.

Marissa King ’07, senior director of Student Leadership and Involvement, received the 2023 Presidential Award of Excellence.

Linda Makin ’02, former vice president of Planning, Budget, and Finance, received the Utah System of Higher Education Women’s Leadership Exchange Elizabeth Hitch Mentorship Award.



HASMIK SARGSIAN Academic Advisor

“I live for the feeling I get when someone graduates after I’ve helped them overcome their challenges. Moments like those make me reflect with gratitude on my own life journey and experiences at UVU.”

Hasmik Sargsian worked as a custodian in Dining Services to afford international student tuition while she figured out what to major in. After a faculty member recognized her problem-solving and customer service skills, Hasmik found her place in hospitality management. Now, she works as an academic advisor in the Woodbury School of Business.

Learn more about Hasmik’s story.



THE WAY FORWARD

UVU's invitation to students is "come as you are." As an open-admissions university, we seek to serve our evolving, diverse campus community and uplift every student toward academic, professional, and personal success, no matter their background or circumstances. We are dedicated to preparing our students to navigate and thrive in an increasingly complex, diverse, and globalized society.

Delivering on this commitment to our students requires UVU to provide exceptional care to the campus community in thoughtful, intentional, and impactful ways. We are always looking ahead at what actions we can take as a university to increase equity and welcome students to our flourishing campus community. Through these efforts, we aim to truly make UVU a place for you.

INCLUSION PLAN 2024-2028

In line with UVU's Vision 2030 priority to include, UVU is working to ensure that all policies, practices, and procedures on campus are accessible for every student. As such, we have developed a plan to guide us through the next four years as we work toward our goal to create an equitable, inclusive campus environment. Our cross-cutting goals and specific goals will continue to be integrated into all UVU programming and initiatives.

[View the full Inclusion Plan 2024-2028 to learn more.](#)



