



# HUMAN RESOURCES REPORT FOR 2015

PREPARED FOR UVU BOARD OF TRUSTEES, JANUARY 14, 2016

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## EXECUTIVE SUMMARY

The Human Resources Report prepared for the UVU Board of Trustees provides key summary data regarding Utah Valley University's workforce and workforce activity; for example, total number of employees, turnover rates, average salaries, and demographic composition. This summary provides an overall snapshot of UVU's workforce and key metrics for trend analysis.

While the information and graphs presented on the following pages are primarily for the full-time benefits-eligible workforce at UVU, summary data for UVU's part-time employees is also included.

UVU's Human Resources Department serves as a strategic partner supporting Utah Valley University as an employer of choice by attracting, sustaining, and inspiring great people with great passion working for a great purpose.

### Summary Highlights:

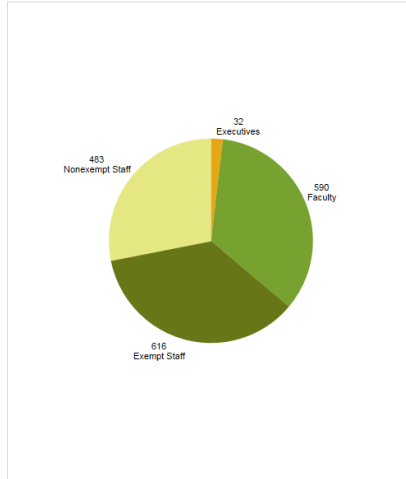
- Utah Valley University is the 8th largest among Utah's major employers ranked by full-time equivalent, Utah-based employees.\*
- UVU is Utah Valley's largest employer ranked by full-time equivalent, Utah-based employees.\*
- As of November 2015, the University's total employee head count is 5,131.
- Full-time employees total 1,858, an increase of nearly 8% over 2014.
- UVU's full-time workforce has grown by 14.5% over the last five years.
- Last year, the University's overall turnover rate was 11.6%, which is the highest in the past 8 years.
- Median salaries in all employee categories have risen over the past five years.
- Some progress has been made in gender balance within UVU's workforce.

\*Source: Utah Business Magazine, 2014 Major Employers Guide

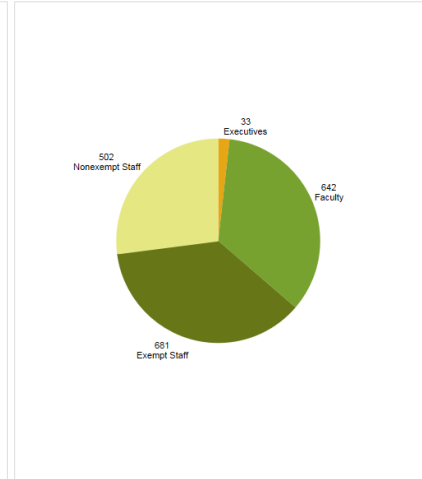
## FULL-TIME EMPLOYEE HEADCOUNT

Since 2008, Utah Valley University's overall employee headcount has increased by 8.7%. The Exempt staff (at 33%), Nonexempt staff (at 33%), and Faculty (at 22%) employee classifications show the largest increases since 2008. Executive headcount has stayed the same and the number of adjunct faculty has decreased by 7.3%. For comparison, UVU's student headcount increased 24% in this same period.

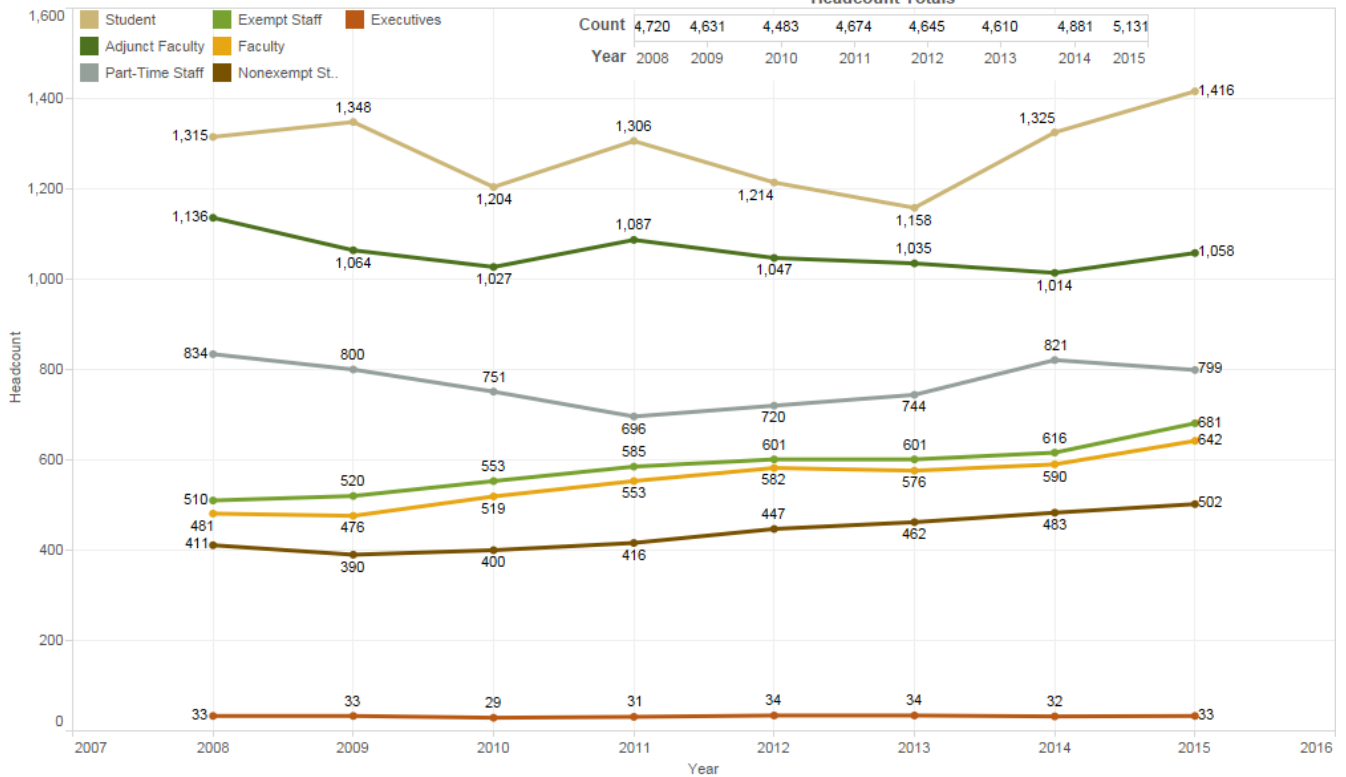
2014 Full-Time Employee Headcounts (2014 IPEDS Data)



2015 Full-Time Employee Headcounts (2015 IPEDS Data)



Headcounts By Employee Classification (IPEDS Data)

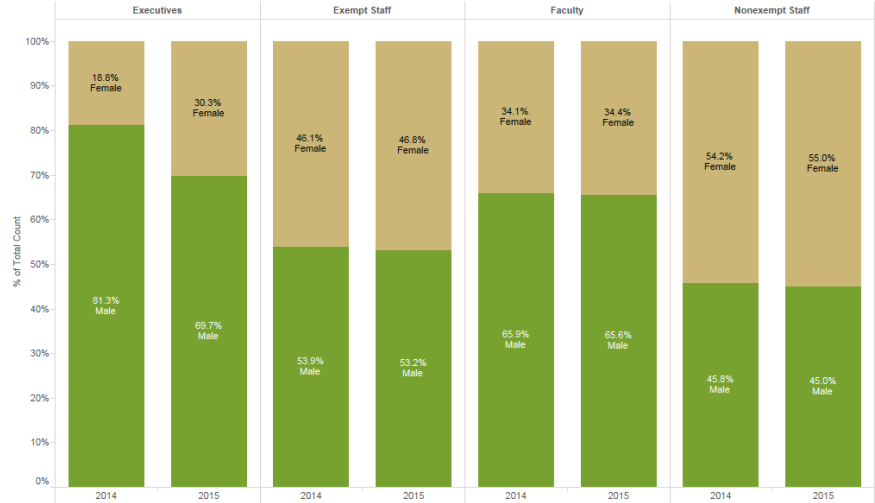


# EMPLOYEE DEMOGRAPHICS

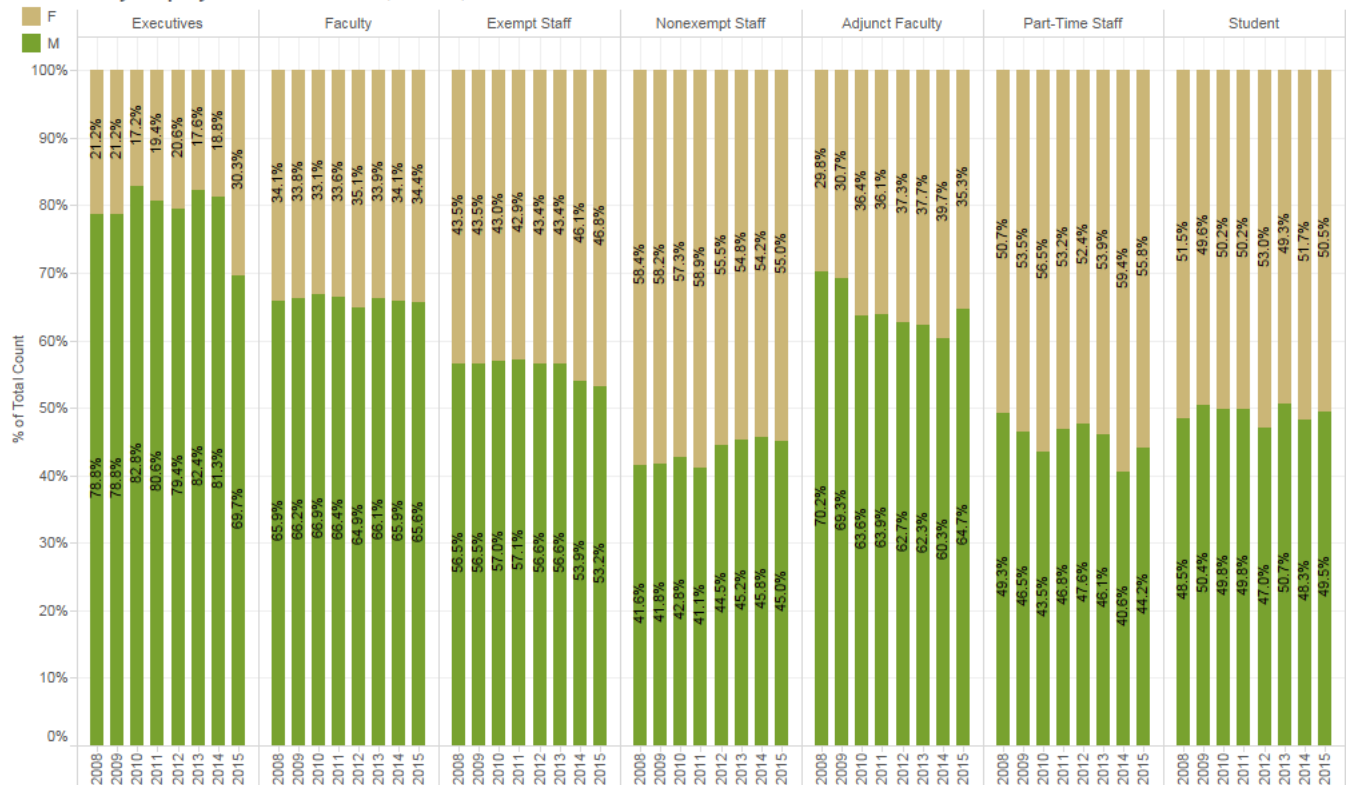
Though little change has occurred in the gender balance for faculty and student employees, improvements have occurred in the other employment categories. The most notable change is the percent of female Executives. Women are underrepresented in the highest paying employment categories as well as in adjunct faculty. About 15% of UVU's full-time faculty are minority. UVU continues efforts to improve the representation of women and minorities in its workforce.

The average age of UVU's faculty is 50.3 years, executives is 53.2 years, and exempt/nonexempt staff is 43.7 years.

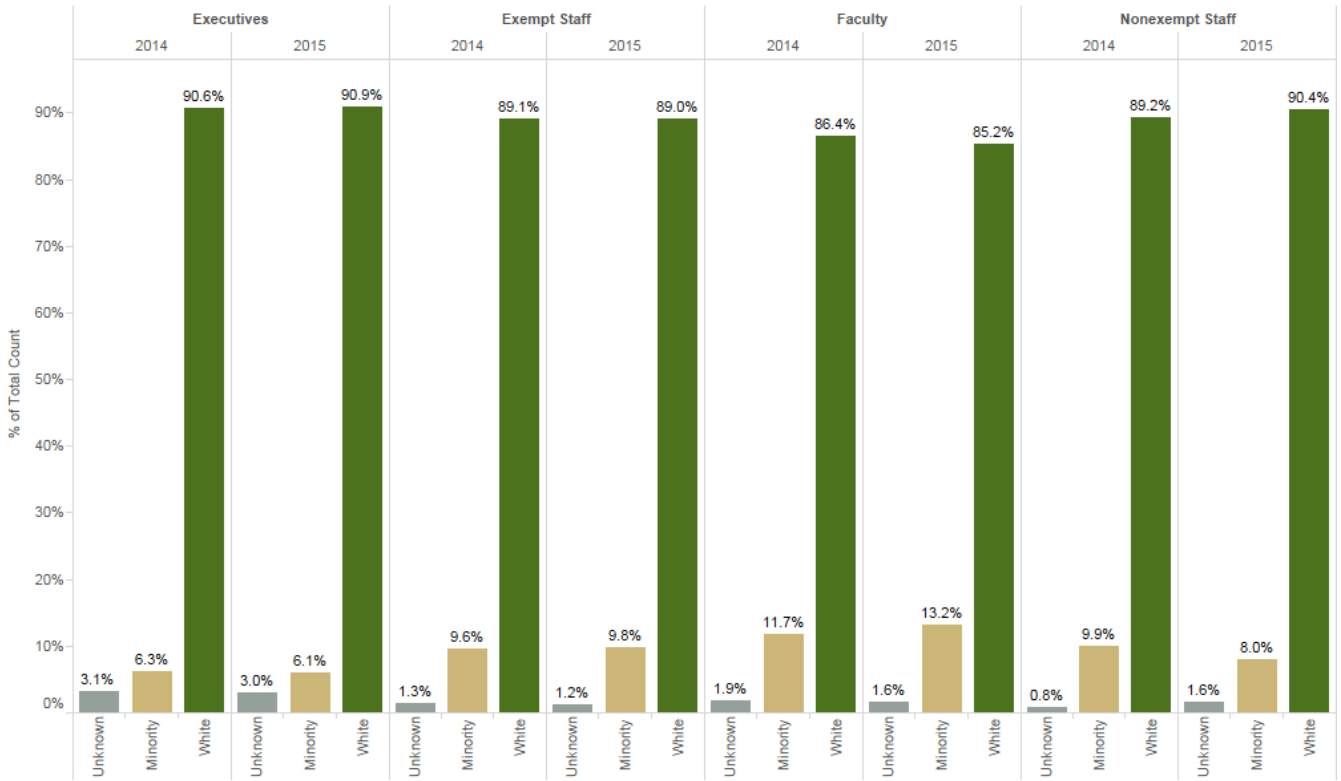
2014-2015 Full-Time Employee Gender % (2014-2015 IPEDS Data)



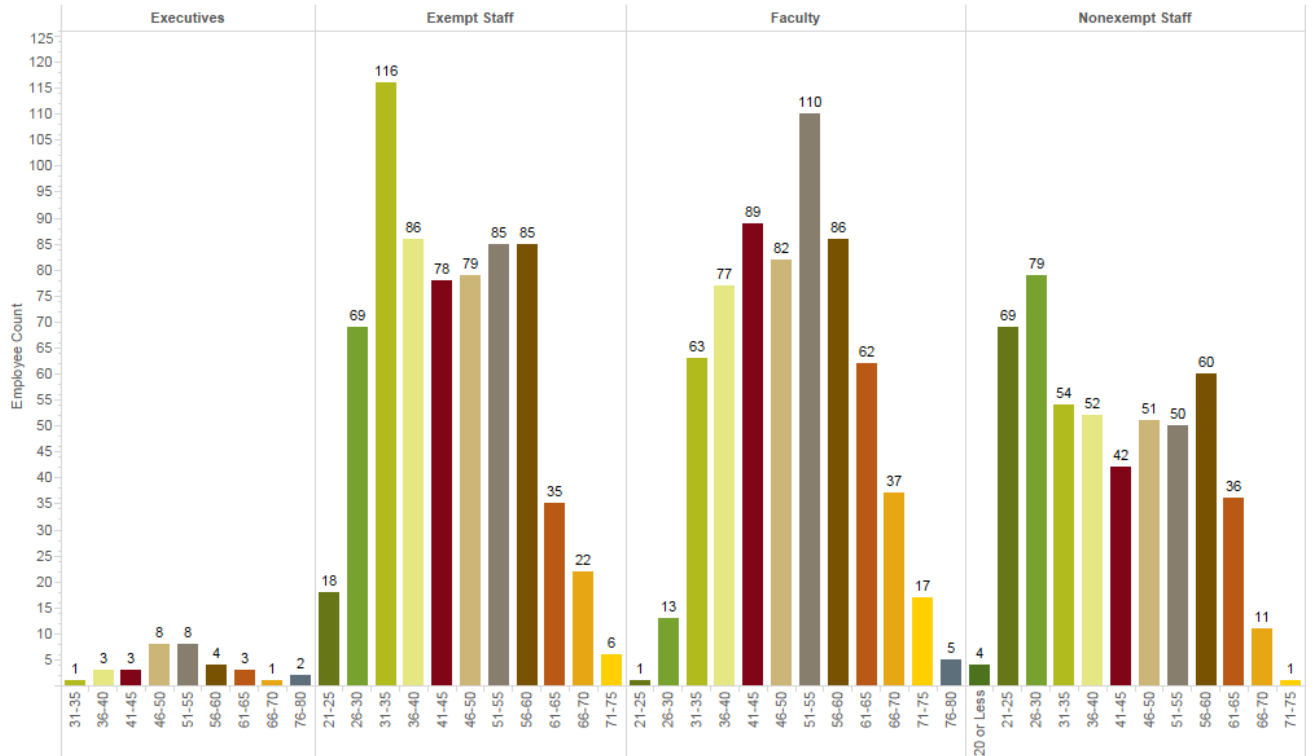
Gender % By Employee Classification (IPEDS Data)



2014-2015 Full-time Employee Primary Race % (2014-2015 IPEDS Data)

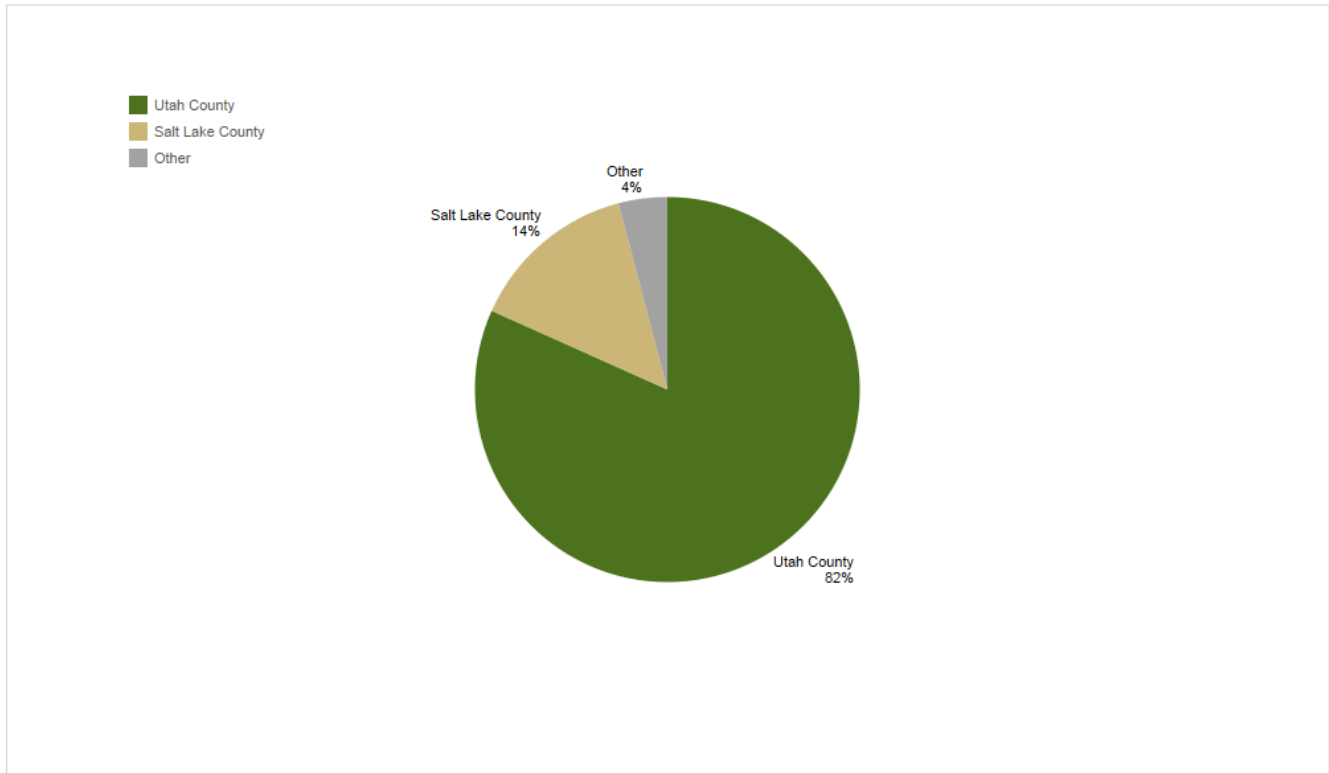


Full-Time Employee Age Distribution (Data as of 11/23/2015)



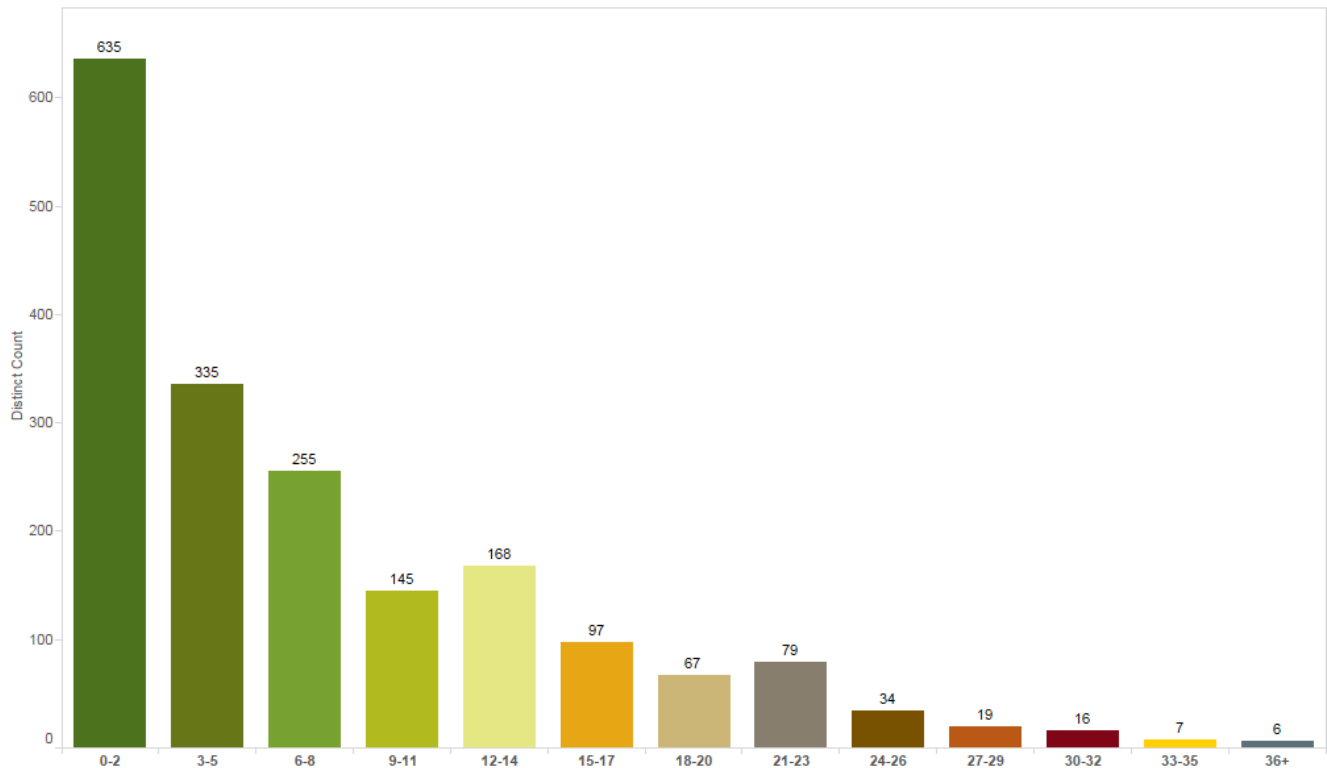
## FULL-TIME EMPLOYEE GEOGRAPHIC DISTRIBUTION

Full-Time Employee Geographic Distribution (Data as of 11/23/2015)



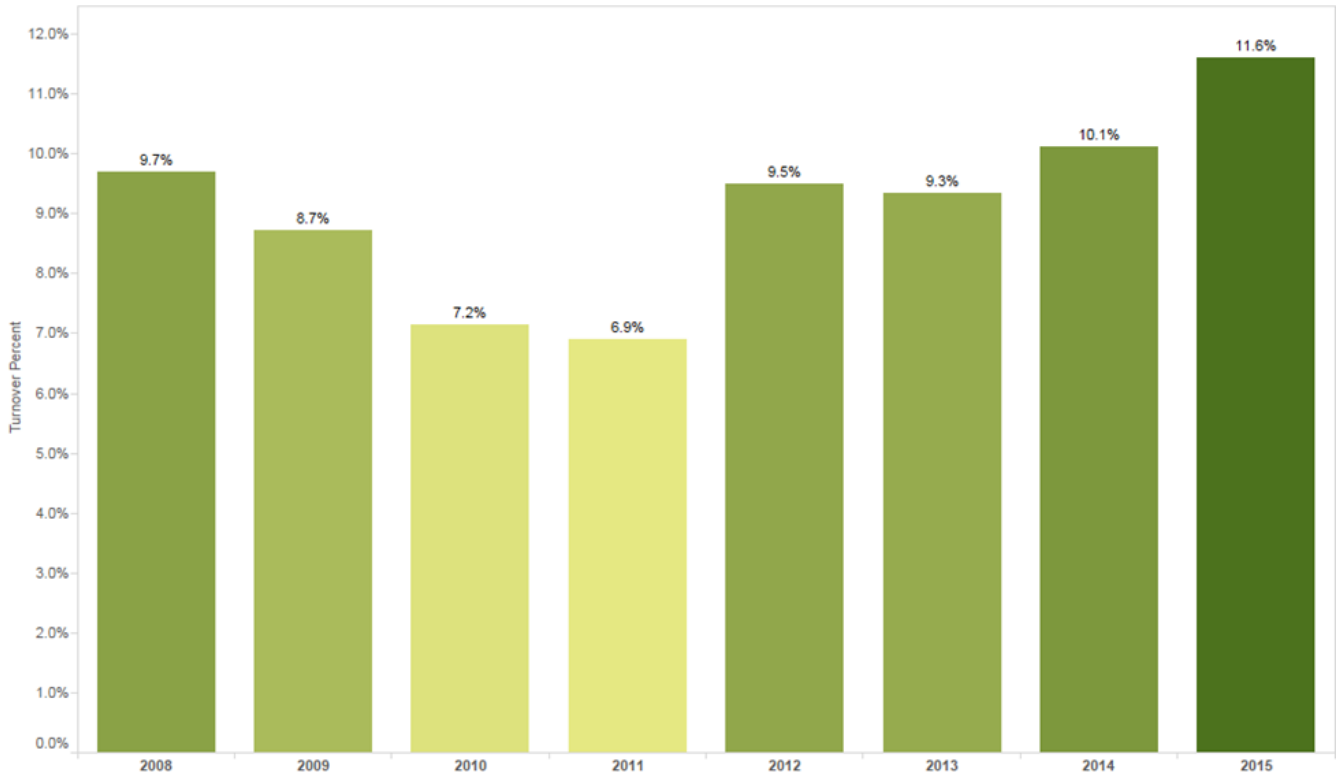
## FULL-TIME EMPLOYEE AVERAGE YEARS OF SERVICE

Full-Time Employee Years of Service (Data as of 11/23/2015)

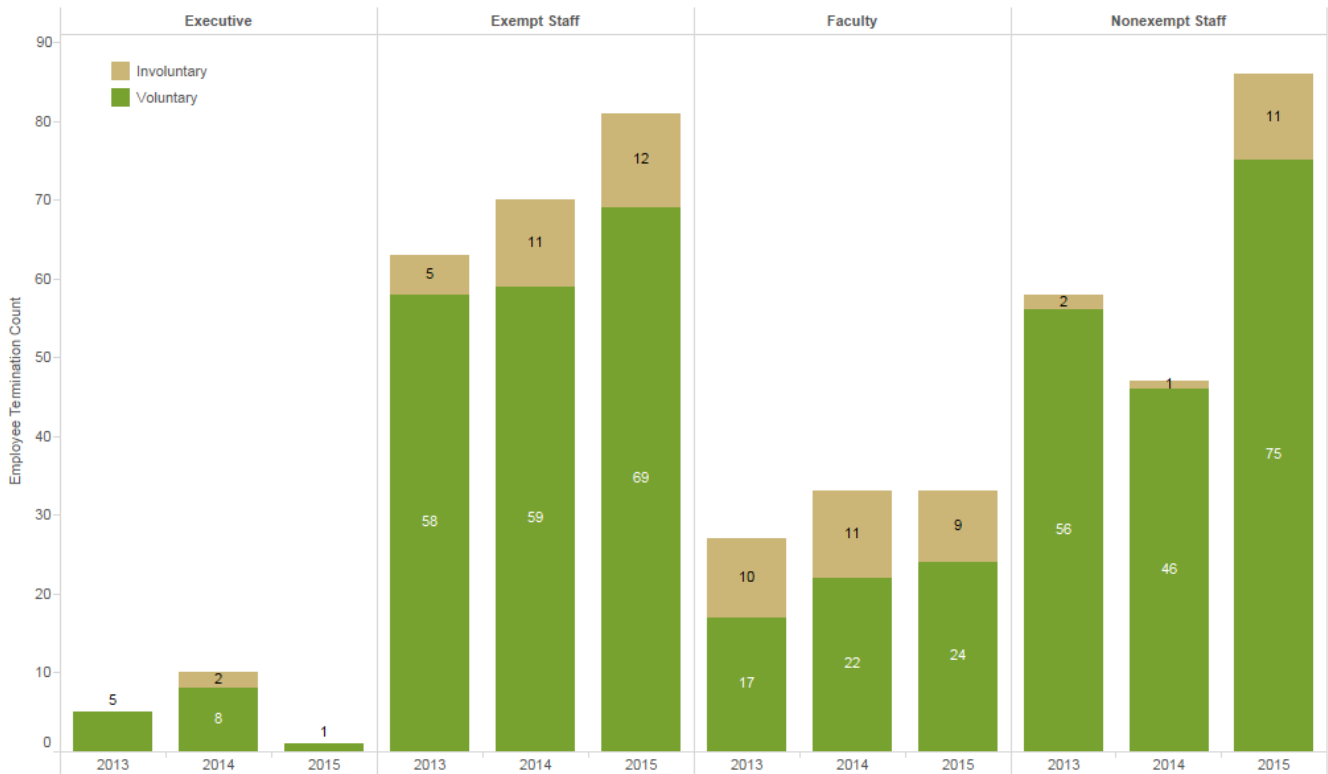


# FULL-TIME EMPLOYEE TURNOVER

Full-Time Turnover Ratio by Fiscal Year



Full-Time Employee Terminations (Fiscal Year Data)

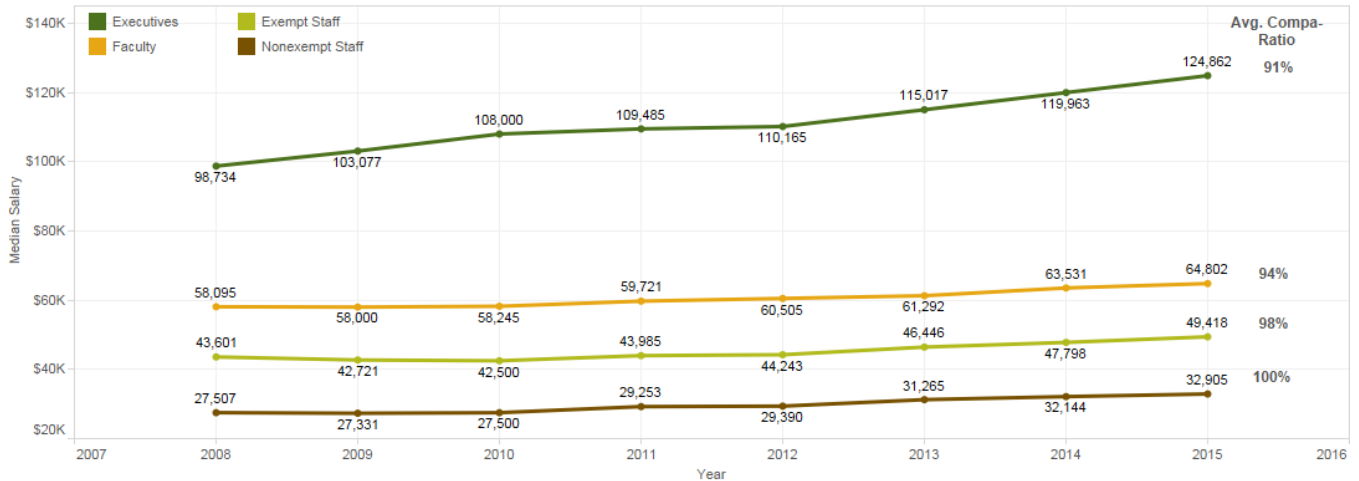


## EMPLOYEE COMPENSATION

In order to fulfill its mission, Utah Valley University strives to attract, develop, retain, and reward a highly qualified and diverse workforce. Within the boundaries of financial feasibility and sustainability, UVU's compensation strategies help the university: 1) Provide wages, salaries, and benefits, which are competitive within our appropriate labor markets; 2) Promote internal equity across diverse university functions; and 3) Ensure consistency in meeting compliance requirements while remaining flexible in responding to internal and external workforce changes. The University continually monitors relevant labor markets and implements compensation strategies to address compensation challenges.

In recent years, President Holland has continued to place compensation at the top of the University's priority list with a firm commitment to improving salaries for University employees. The University has implemented pay equity plans for both faculty and staff while also providing across-the-board salary adjustments and merit pay programs as resources are available. Median salaries in all employee categories have risen over the past eight years.

**Full-Time Employee Median Salary by Employee Classification 2008-2015 (Excludes President)** (Salaries July 1 of Each Year)



**Full-Time Faculty Median Salary by Rank 2008-2015** (Salaries July 1 of Each Year)

