

# UTAH VALLEY UNIVERSITY

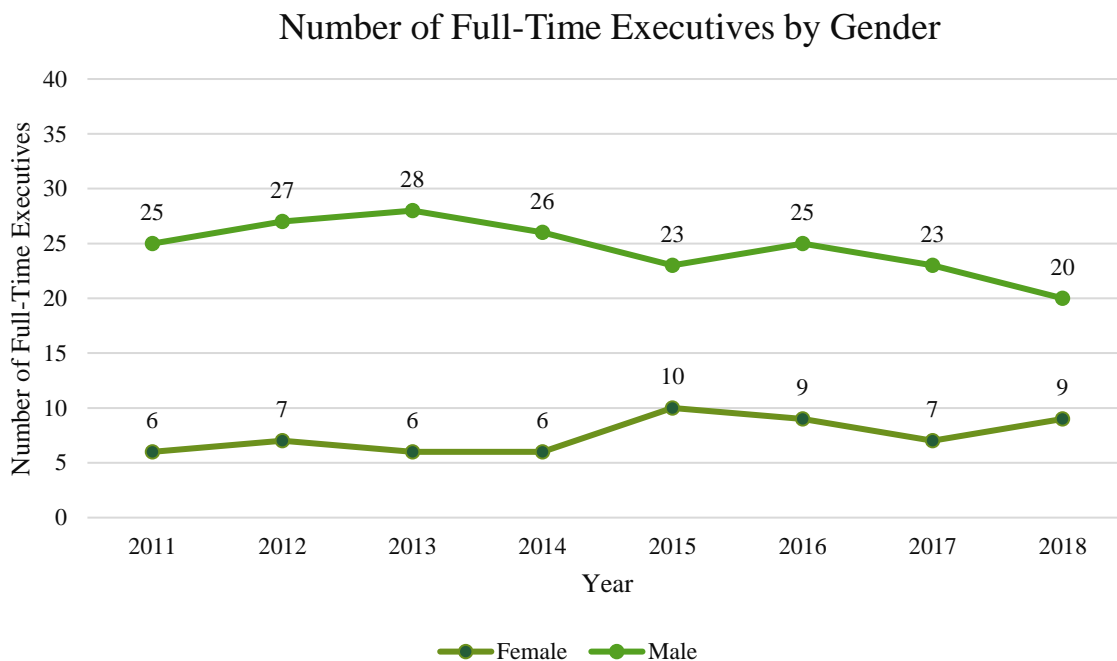
## 2018 ElevateHER™ Challenge Report

In accepting the ElevateHER™ Challenge in 2015, Utah Valley University pledged to elevate the stature of women’s leadership by focusing on the following five areas:

- Increasing the percentage of women in senior leadership positions
- Increasing the retention rate of women at all levels of the University
- Increasing the number of women who serve as voting members on UVU’s Board of Trustees
- Monitoring pay by gender and closing identified gaps
- Establishing and enhancing leadership development and mentoring programs for women

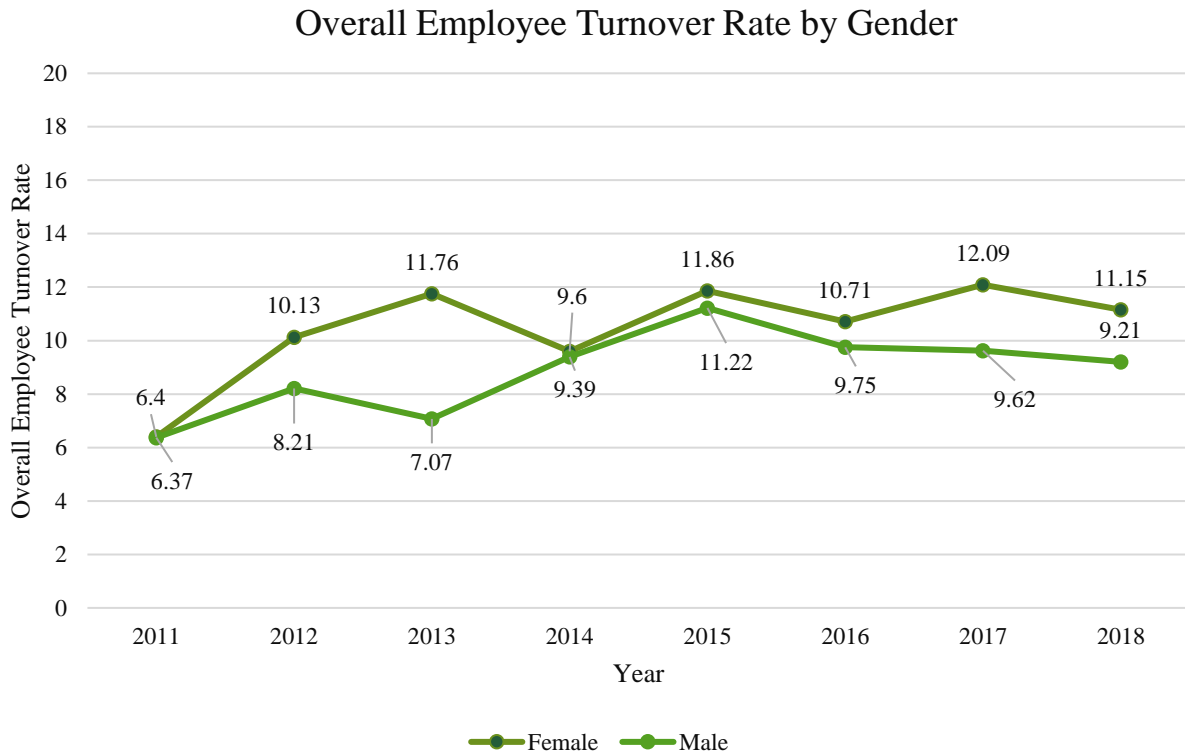
This report provides top level data of UVU’s progress in each of these five areas. This report and supplemental data was presented to UVU’s Women’s Council and President’s Council for discussion and recommended actions. In addition, this report was reviewed with members of the Utah Board of Regents and Office of the Commissioner of Higher Education.

### Increase the percentage of women in senior leadership positions



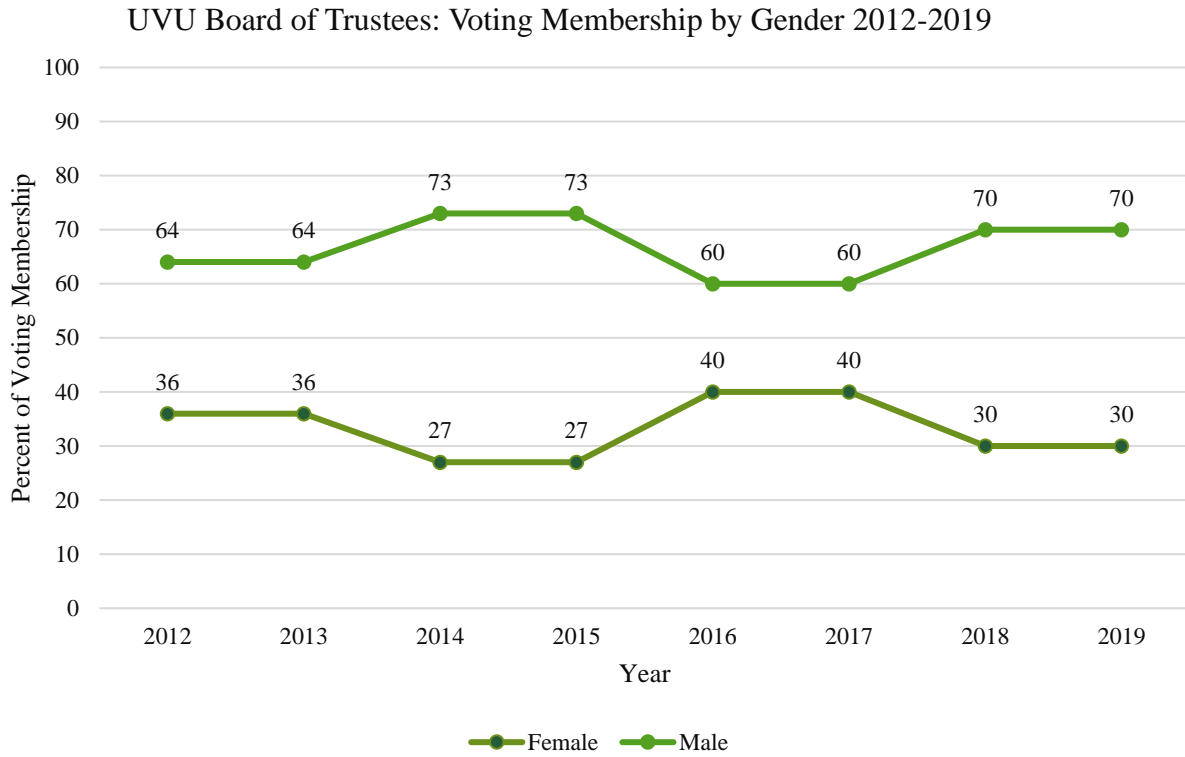
The number of women in senior leadership positions at UVU has increased by 12 percentage points since 2011. The current percent of women in senior leadership is 31, an increase from 19 percent in 2011. Data for this chart is provided by UVU’s Office of Human Resources.

## Increase the retention rate of women at all levels of the University



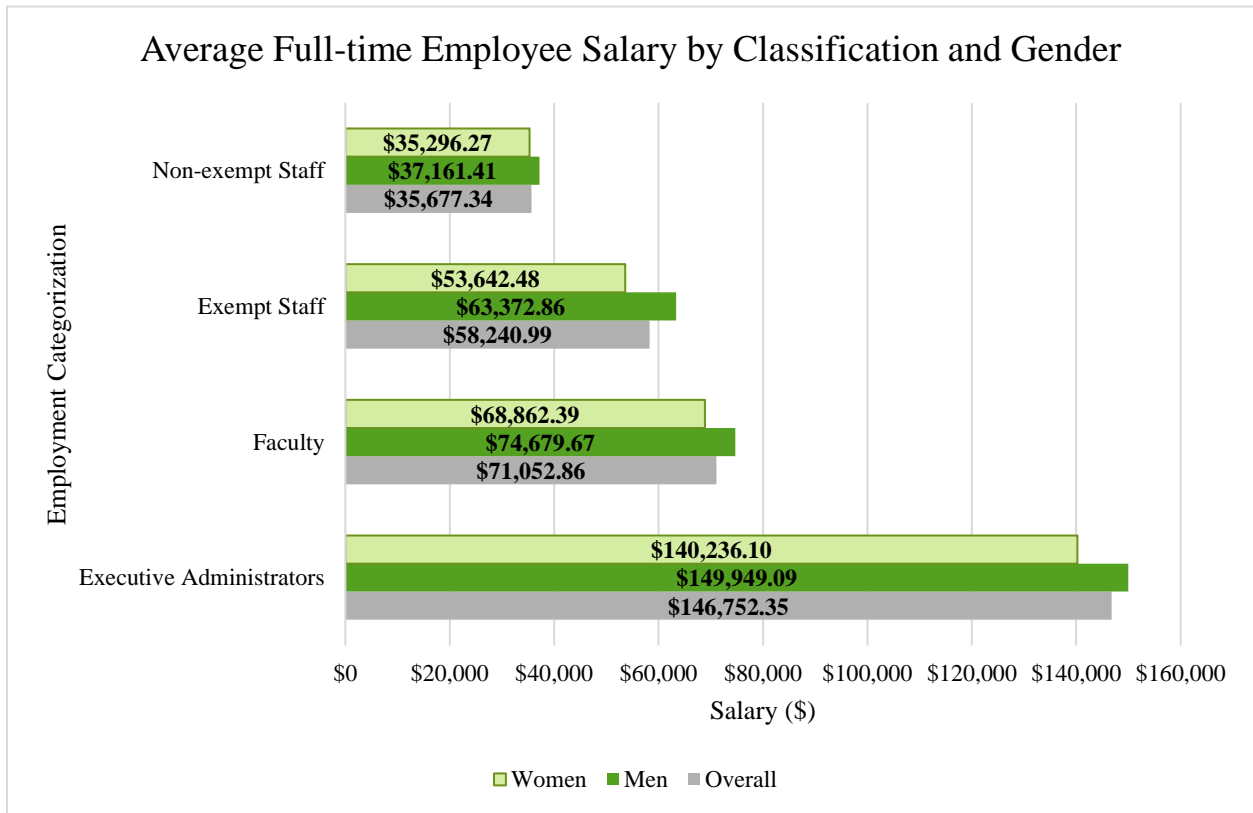
University-wide turnover rates for women are and have been higher than for men. While men in executive and faculty positions have higher turnover rates than women. Female exempt and nonexempt staff have higher turnover rates than men. Data for this chart is provided by UVU's Office of Human Resources.

## Increase the number of women who serve as voting members on UVU's Board of Trustees



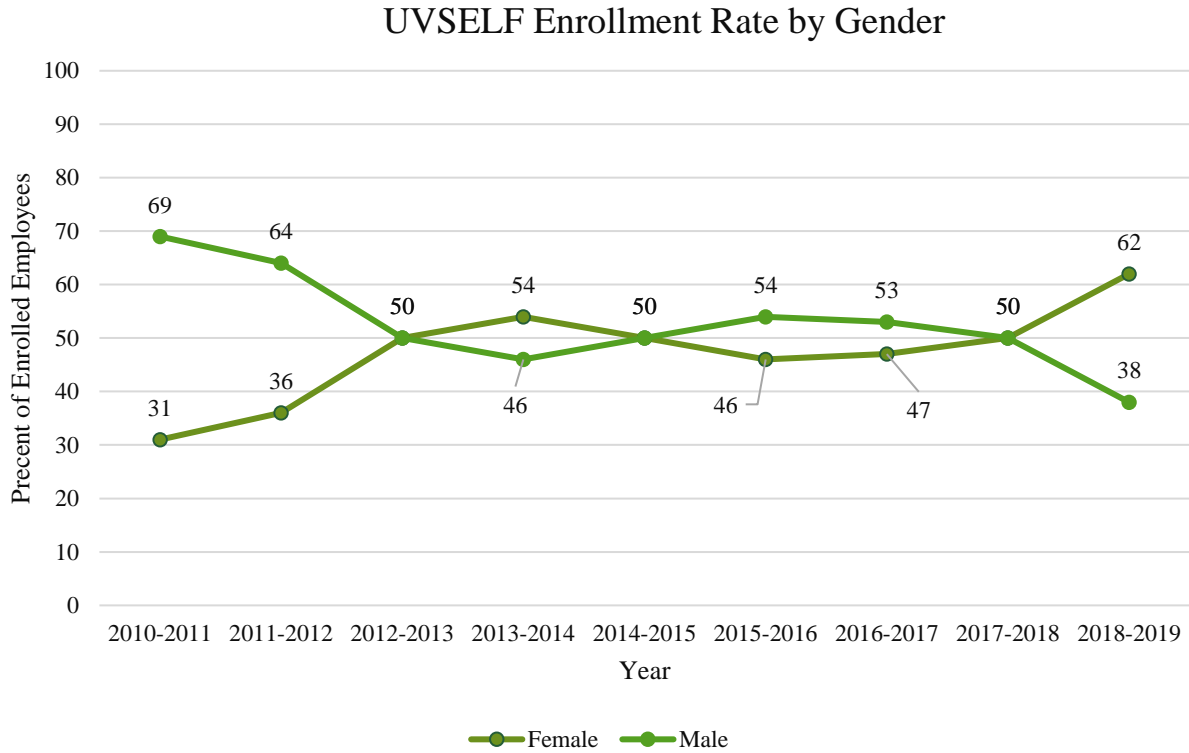
The percentage of women serving on UVU's Board of Trustees as voting members is slightly lower than seven years ago. The current chair of the UVU Board of Trustees is a woman. Data for this chart was retrieved from the UVU Board of Trustees' website.

## Monitor pay by gender and close identified pay gaps



By employee classification, the annualized base pay for women is lower than men with the greatest differences in exempt and executive positions. Using a newly implemented compensation tool, UVU's Human Resources Office reviews gender pay gaps using compa-ratios for similar positions to identify specific positions for gender pay equity adjustment. Data for this chart is provided by UVU's Office of Human Resources.

Establish and enhance leadership development and mentoring programs for women.



The Utah Valley Senior Executive Leadership Forum (UVSELF) is UVU’s premier leadership development/mentoring program. From 2013-2018, the gender balance in each annual cohort has been roughly even. The 2018-2019 cohort has a higher proportion of women than men enrolled. Data for this chart was retrieved from UVSELF enrollment records.