



P B A

PLANNING
BUDGET
ASSESSMENT

October 30, 2019

LEADERSHIP



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Planning, Budget &
Human Resources



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Human Resources



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Laura Carlson
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Director
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Cara O'Sullivan
Director
Policy Office



Nathan Gerber
President
PACE





The Rocket



**FORMULA FOR
SUCCESS: RISE
EARLY, WORK HARD,
STRIKE OIL.**

J Paul Getty

**New Revenue
Source??**

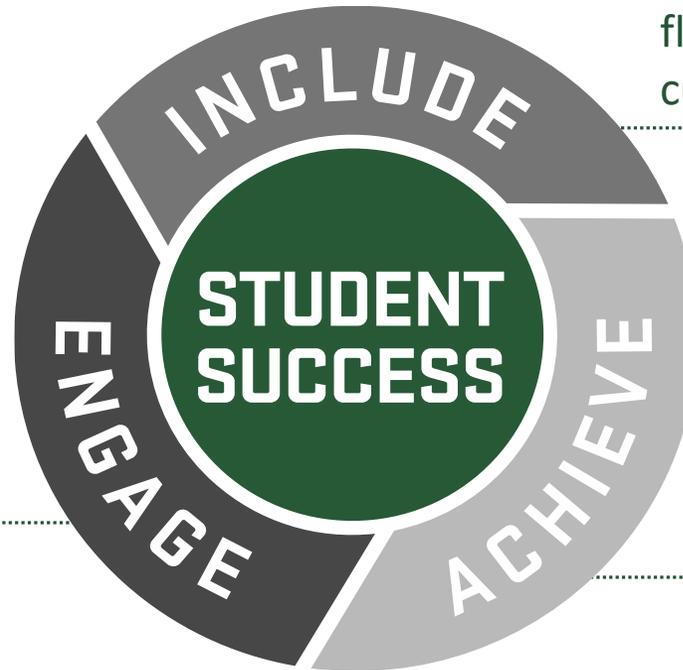
MISSION STATEMENT

Utah Valley University is an integrated university and community college that educates every student for success in work and life through excellence in engaged teaching, services, and scholarship.



UVU Vision 2030

STRATEGY #3 – Strengthen partnerships for community, workforce, and economic development



STRATEGY #2 – Improve accessibility, flexibility, and affordability for all current and future UVU students

STRATEGY #1 – Enhance student success and accelerate completion of meaningful credentials

VALUES

- Exceptional Care
- Exceptional Accountability
- Exceptional Results

8 Ways to Exhibit Exceptional

CARE

We practice exceptional care by
communicating clearly,
exceeding expectations, and
genuinely investing in those we serve.

1. Listen actively
2. Practice empathy
3. Communicate directly and honestly
4. Follow through to resolution
5. Take initiative to go the extra mile
6. Treat others with respect
7. Recognize and celebrate others' success
8. Demonstrate a positive attitude 😊

CULTURE IS LIKE
THE **WIND**. IT IS INVISIBLE;
YET ITS EFFECT
CAN BE **SEEN AND FELT**.

- BRIAN WALKER, IDEO

FOUNDER »
FORWARD



Student Success

- Safe and supportive educational and working environment
- Improve affordability for current and future students*
- Secure and allocate resources
- Timely and accurate information
- Provide resume-building student employment opportunities



2019-20 PBHR Action Plans

- Implementation of Bots in Human Resources
- Launch and adoption of LinkedIn Learning
- Information management and access
- Support transition from Crystal reporting
- Change management training and resources

Digital Transformation

Digital transformation is the process of applying technology to fundamentally change how organizations operate and provide value to those served. Digital transformation requires an integrated enterprise approach to workflow, process, data management, technology, and culture.

Impact of PBA Resource Allocations



Employee online training--95% supervisors, 63% non-supervisors



NCAA compliant training—100% athletics' staff and student athletes



Student online training—12,304 new students through online orientation since last Fall plus Everfi offered



Face-to-face trainings with student organizations, special programs, and departments; weekly information tables throughout campus and at events



Improved timeliness of support resources, response, investigation, and resolution of formal and informal complaints

Affirmative Action, Equal Opportunity, and Title IX

Online training for students, faculty/staff, supervisors, student-athletes

Second full-time investigator

Contracted investigators

Funding Request

(#276 ongoing \$100,000)

AA/EO/Title IX Investigator/Trainer

- New 1,600 bed student housing complex adjacent to campus
- Focus on training and prevention
- Expand staffing to provide 24/7/365 response
- Respond to demand

Investigations, Complaints, Resolutions	July 2018 to June 2019	July 2019 to date
Formal	24	8
Informal	203	94
Quick resolution, support, resources only	Not tracked	147



PREVENTION

EDUCATION



RESPONSE

Human Resources

Marilyn Meyer

Associate Vice President / CHRO

Human Resources



UVU HUMAN RESOURCES

UTAH VALLEY UNIVERSITY



Human Resource Highlights

Awards

- Top 10 on Forbes Best Employers by State
- Wellness Platinum Award (4th year in a row)
- 2018 CUPA-HR Inclusion Cultivates Excellence



New Programs and Services

- Paid Medical Maternity Leave
- LinkedInLearning Launch
- People Manager Excellence Training
- Improvements to benefits programs
 - Livongo
 - Retiree Supplemental Insurance
- Digital Transformation
 - Remote I-9 completion
 - Total Compensation Statement online
 - Exit surveys online

2018-19 PBA Accountability

- **LinkedIn Learning**
 - Launched to employees August 16, 2019
 - Over 750 employees registered – 830 courses completed
- **Mamava Lactation Pods**
 - 5 pods (2 ADA) have been installed across campus
- **Filled HRIS Business System Analyst and Sr Business Partner (Faculty)**

The background of the slide is a photograph of a campus. In the foreground, there is a well-maintained green lawn. In the middle ground, there are several modern, multi-story buildings with large windows. In the background, a range of large, rugged mountains is visible under a clear blue sky. The entire image is overlaid with a semi-transparent green filter that is darker at the top and bottom edges, creating a frame for the text.

2019-20 PBA HR Requests

Exceptional Care

(Request # 14 ongoing \$45,742 & Request # 252 ongoing \$30,000)

Full-time HR Service Center Assistant (Request #14)

- Converting part-time to full-time position
- Ensure continuity and consistency

Engage Goal #1
Support Employee Engagement

Employee Recognition Funding (Request #252)

- Food Truck Fridays
- Employee appreciation sporting events
- Years of Service recognition
- New employee onboarding

Digitalization

(Request # 15 ongoing \$15,000)

Reference checking software (SkillSurvey)

- Streamline and assist in hiring

Chatbot software (Ocelot)

- Assist employees to find answers to common HR questions

Achieve Goal #2

Collaborate with our partners to lead digitalization in developing effective solutions for workforce planning

Leadership Development

(Request # 181 ongoing \$28,559)

Employee Development Funding

- People Management Excellence
- UVSELF
- Crucial Conversations
- Other leadership programs

Engage Goal #2
People Management Excellence
through training and
performance management

General Requests

(Request # 219 ongoing \$4,232,954)

20-21 Salary & Wages 2.5% increase \$4,232,954

Support Academic Affairs request:

20-21 Faculty Rank & Tenure \$ 465,000



Beka Grulich

President Elect

PACE

PACE

Nathan Gerber

President

PACE



PACE Executive Board



**Linda
Makin**
Vice President

**Ashlyn
Robb**
Secretary / Treasurer

**Candida
Johnson**
Executive Vice President

**Nathan
Gerber**
President

**Tamara
Jensen**
Vice President

**Beka
Grulich**
President Elect

**Marilyn
Meyer**
Executive Sponsor



Advocate | Unify | Communicate | Involve

ADVOCATE for staff by representing and advancing their interests and recognizing the value of their contributions.

UNIFY the diverse groups of staff across campus toward common goals in alignment with the university mission.

COMMUNICATE with administration and staff by providing a forum for the exchange of information.

INVOLVE staff by encouraging social, service, and professional engagement on campus and in the community.



Thank you for 2018-19 PACE Funds!

- PACE Operating Funds:
 - Increased to help elevate staff event experience (cost of venue, food, and entertainment)
 - Have received great feedback from staff appreciative of the elevated event
 - Promotes Wolverine Pride and UVU staff engagement
- Staff Education Funds:
 - Increased staff education funds to align with employee growth
 - Adjusted Staff Education Fund processes to accept applications twice per year – allows for more staff to have more educational opportunities
 - Increased the level of care, accountability, and results surrounding the Staff Education initiatives



PACE Initiatives:

- Relaunch and increase the PACE Student Scholarship program
- Redesign/relaunch the Wolverine Sightings award system to be digital while maintaining personal touch
- Overhauling the Staff Development fund processes to facilitate more staff to benefit from development funding and opportunities
- Adjust Staff Education fund processes to allow for awards to be done twice a year

Planning, Budget, and Human Resources Request Summary

PBHR Request Summary	Ongoing	One-time
276 EO/AA/Title IX Investigator/Trainer	\$99,999	\$5,000
14 HR Service Center Staff (part-time to full-time)	\$45,742	
15 HR Digitalization	\$15,000	
181 Leadership Development	\$28,559	
252 Employee Recognition	\$30,000	
342 IR Argos Report Developer		\$31,449
348 IR Web Development Support		\$3,500
Total PBHR Requests	\$219,300	\$39,949

General Request	Ongoing
219 Salary and Wage Increase of 2.5%	\$4,232,954

