

Division of
Planning, Budget & Human Resources

Planning | Budget | Assessment

October 21, 2020



LEADERSHIP TEAM



LINDA MAKIN

*Vice President
Planning, Budget & HR*



LAURA CARLSON

*Director
EOAA / Title IX*



STACY FOWLER

*Administrative Assistant
Planning, Budget & HR*



JEFFREY JOHNSON

*Director
IEPAS*



MARILYN MEYER

*Associate Vice President
Human Resources*



CARA O'SULLIVAN

*Director
Policy Office*



TIM STANLEY

*Director
Institutional Research*



SCOTT WOOD

*Director
Budget Office*



ANNIE SMITH DUFFIN

*Intern
Planning, Budget & HR*

Team By Teams



Linda Makin



Scott Wood



Marilyn Meyer



Jeffrey Johnson



Laura Carlson



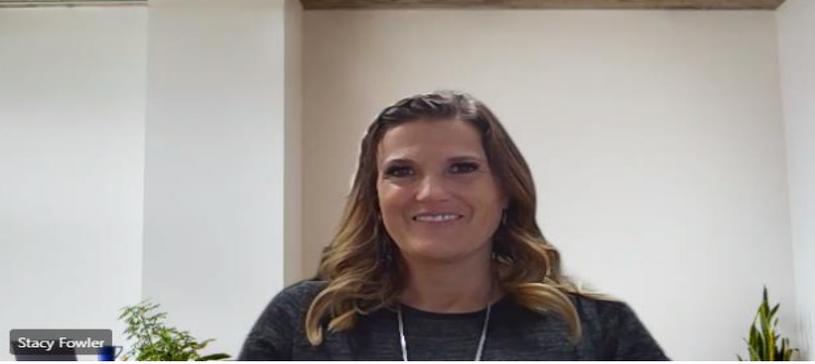
Annie Smith



Cara O'Sullivan



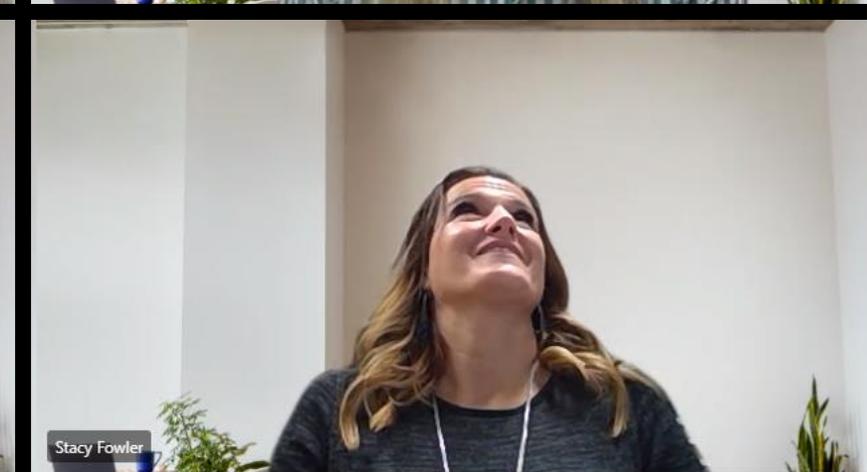
Tim Stanley



Stacy Fowler



**The
BRADY
BUNCH**





OUR VALUES:
**Exceptional
CARE
ACCOUNTABILITY
RESULTS**

**STUDENT
SUCCESS**

UVU



UVU PLANNING
BUDGET &
HUMAN RESOURCES
UTAH VALLEY UNIVERSITY

*2019-20 Divisional Award of
Excellence*

Colby Callahan





EXCEPTIONAL CARE



Christie Snyder



Cameron Evans



EXCEPTIONAL ACCOUNTABILITY



Tim Stanley



Judy Martindale



Alan Drage



EXCEPTIONAL RESULTS



Kristen Konakis



Lincoln Opt'Hof



Marilyn Meyer



Korrin Olson



Unsung Hero



Tina Green



Amy Smith



Innovation Influencer



Justine Gamble



Daniel Delgadillo



Zach Hoskin





2019-20 PBA Accountability

\$15,000 for a Special Food Truck Friday!
February 28, 2020 B.C.

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.





2030



A 10-year vision outlining how UVU's integrated dual mission will meet the higher education and workforce needs of Utah County, UVU's service region, and the state of Utah

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

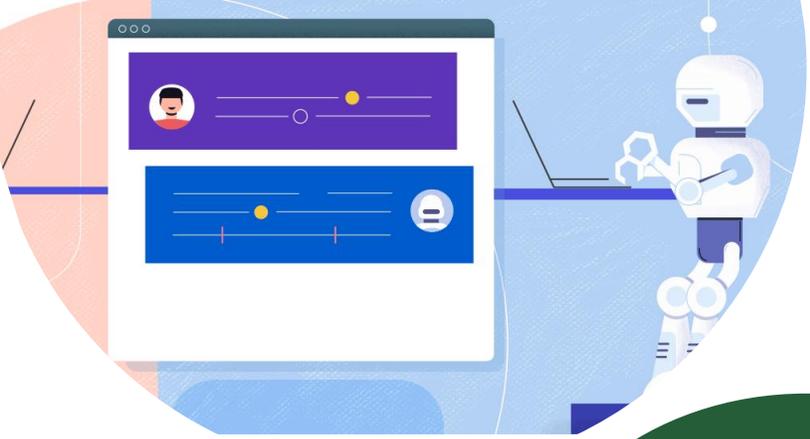
STRATEGY #2 – Improve accessibility, flexibility, and affordability for all current and future UVU students

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

STRATEGIC EFFORT HIGHLIGHTS



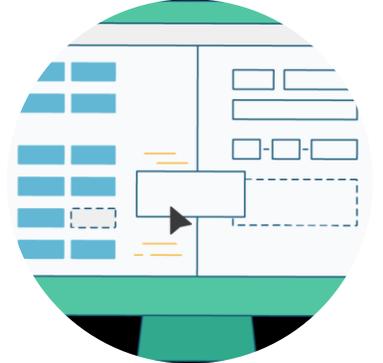
2019-2020



Machine Learning
HR ChatBot

Professional Development & Training for Remote Workplace
(Linked in Learning)

Online
Online Forms (Remote Work)
Communication (COVID)



Digital Transformation

Automation
Tableau Dashboards
Enrollment Report

Paperless
PBA Reports
Fact Book
Maxient





**EMPLOYEE LEARNING
& DEVELOPMENT**

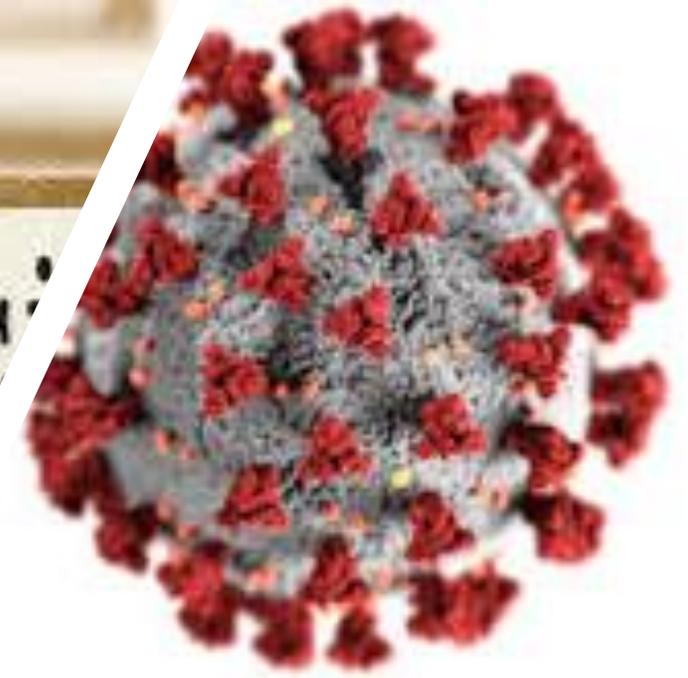


| UVU LEARN | |
|-------------------|---------|
| # Logged | 2,680 |
| Courses Viewed | 18,688 |
| Courses Completed | 5,810 |
| Videos Viewed | 152,743 |
| Videos Completed | 139,981 |

KEY INITIATIVES



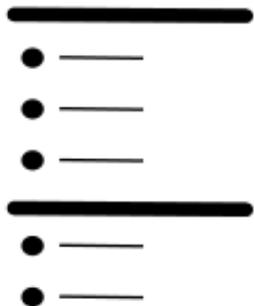
2020-2021



NWCCU
NORTHWEST COMMISSION ON
COLLEGES AND UNIVERSITIES



SURVEY



2020 GREAT COLLEGES TO WORK FOR.



DUAL MISSION

National Summit on Dual-Mission Institutions in Higher Education



VISION

2030



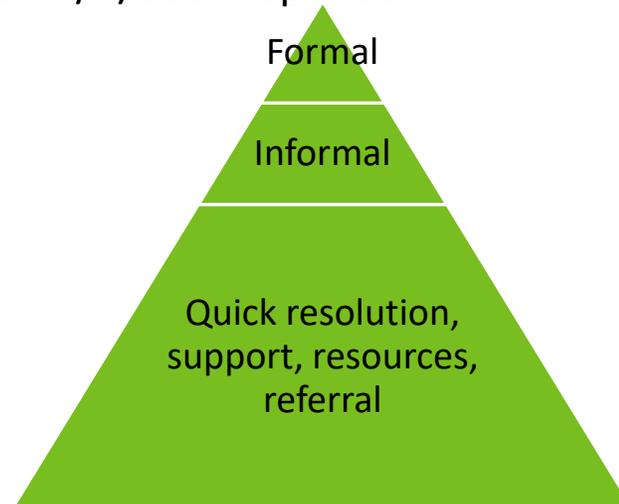
PBA Request

(#149 ongoing \$109,276)

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

| Complaints, Investigations, Resolutions, Resources | July 2019 to June 2020 | July 2020 to date |
|--|------------------------|-------------------|
| Formal | 6 | 2 |
| Informal | 253 | 49 |
| Quick resolution, support, resources only | 342 | 103 |



PREVENTION

EDUCATION



RESPONSE

Include Objective 3

Spoiler Alert





Human Resources
Marilyn Meyer
Associate Vice President / CHRO





Parking Lot Drive-Up Flu Shot Clinic

UVU HUMAN RESOURCES

UTAH VALLEY UNIVERSITY



2019 – 20 Human Resource Highlights

- Focused on exceptional care during COVID-19
 - Temporary Remote Work Agreements
 - Family First Coronavirus Response Act paid leave
 - Employee Contact Tracing
- SkillSurvey – Better reference checking
- Chatbot – Answers to commonly asked questions
- New Employee Orientation and Guidebook
- Midyear Check-In
- Remote Work Task Force
- Initiatives to align with Vision 2030 and Inclusion Plan 2020 – 2024
 - In response to recent events, publicly renewed HR's commitment to diversity, equity, and inclusion

Awards

- Healthy Worksite Platinum Award - 5th year in a row





2020-21 PBA HR Requests

HR Service Center Assistant

(Request #86 ongoing \$47,544)

Full-time HR Service Center Assistant

- Converting part-time to full-time position
- Exceptional care for the entire University by providing continuity and consistency
- Serves employees and applicants over the phone and in person

Organizational Sustainability #1
Strategically allocates resources to support and sustain programs, services, technology, and infrastructure

Leadership Development

(Request #87 ongoing \$20,000)

Leadership Development Funding

- Training for supervisors - UVULead
- UVSELF
- Other leadership programs

Engage Goal #1
Engaged learning as a
community of scholars

General Requests

(Request # 324 ongoing \$5,500,00)

21-22 Salary & Wages 2.5% increase

\$5,500,000





PACE
Beka Grulich
PACE President



PACE Executive Board



**Beka
Grulich**
President



**Nathan
Gerber**
Past President



**Ashlyn
Robb**
Secretary / Treasurer



**Candida
Johnson**
Executive Vice President



**Bonnie
Mortensen**
Vice President



**Marilyn
Meyer**
Executive Sponsor



**Linda
Makin**
Vice President



2020 PACE Board



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.



PACE Quality Improvement Initiatives

- Restructure Staff Development Fund
- Improve weekly e-mail design
- Create action items from the 2020 Great Colleges to Work for Survey

By focusing on professional development for more employees, improving our communication tool, and partnering with the administration to create action in response to the Great Colleges to Work for Survey, we are enhancing retention and continuous development of quality staff at UVU.

- *UVU is also committed to the professional development and continuous improvement of faculty and staff. “ – Vision 2030 pg.16*



Thank You & Support

Planning, Budget &
Human Resources
Summary



Planning, Budget, and Human Resources Request Summary

| PBHR Request Summary | Ongoing | One-time |
|---|------------------|-----------------|
| 149 EO/AA/Title IX Investigator/Trainer | \$109,276 | |
| 86 HR Service Center Staff (part-time to full-time) | \$47,544 | |
| 87 Leadership Development | \$20,000 | |
| Total PBHR Requests | \$176,820 | 0 |

| General Request | Ongoing |
|--------------------------------------|----------------|
| 324 Salary and Wage Increase of 2.5% | \$5,500,000 |



NWCCU

NORTHWEST COMMISSION ON
COLLEGES AND UNIVERSITIES

Mid-Cycle Review October 22-23



CHANGING
YOUR
PERSPECTIVE,
CHANGES
YOUR
EXPERIENCE.

