



# People & Culture

2021-2022 Planning, Budget,  
and Assessment

Marilyn Meyer

October 27, 2021

**Christine Peterson**  
Admin Support  
for Marilyn Meyer

**Marilyn Meyer**  
Vice President of  
People & Culture

**Beka Grulich**  
PACE President

**Judy Martindale**  
Director of HR  
Compensation &  
Benefits

Full-time: 8  
Part-time: 2  
Total: 10

**Drew Burke**  
Director of HR Employee  
Relations & Org  
Development

Full-time: 6  
Part-time: 0  
Total: 6

**Colby Callahan**  
Director of HRIS /  
Records

Full-time: 5  
Part-time: 3  
Total: 8

**Laura Carlson**  
Director of EEO  
/ AA / Title IX

Full-time: 3  
Part-time: 2  
Total: 5

**Sami Morgan-Start**  
Manager of HR  
Benefits

Vacant  
Manager of HR  
Compensation

**Daniel Delgadillo**  
Manager of  
Employee  
Learning & Dev

**Lincoln Op't Hof**  
Senior HRBP -  
Faculty

**Christie Snyder**  
Manager of HR  
Service Center

**Jill Crawley**  
HRIS  
Representative

**Donna Bott**  
Admin Support  
for Laura Carlson

**Robin Maras**  
Deputy Title IX

**Jan Parker**  
HR Benefits  
Specialist

**Heather Goodale**  
Compensation  
Analyst

**Justine Gamble**  
Culture &  
Communication  
Generalist

**Irene Whittier**  
Senior HRBP -  
Staff

**Brenda Martinez**  
Lead HR Service  
Center

**Kristen Konakis**  
Business Systems  
Analyst

Vacant

Vacant  
EEO / Title IX Investigator

**Kelly Wixom**  
HR Benefits  
Specialist

**Amy Smith**  
Compensation  
Analyst

**Cathy Krug**  
Learning &  
Development  
Specialist

**Ashlyn Robb**  
HRIS Records  
Specialist

**Cameron Evans**  
Manager of  
Wellness & Leaves

**Tom Gleason**  
Talent Acquisition  
BP

**Tina Green**  
Talent Operations  
BP

### People & Culture Employees

Full-time: 28  
Part-time: 7  
Total: 35

Women: 26  
Men: 11  
Total: 35

- Executive Leadership
- Department Leaders
- Full-time Staff

# 2021 – 2022 Priorities



## In Process

- Vision 2030
- Great UVU Leaders
- UVULEAD, UVSELF, People Managers

## Next Steps

- Define Inspired Leadership
- Communicate & align effectively
- Drive vision, strategy, & execute



## Ongoing

- Highly Productive Workforce
- Acquire the right talent for today & future
- Develop the right workforce for today & future
- Lead, change, & adapt



## In Process

- Inclusion Plan

## Next Steps

- Campus Climate Survey
- Enable a cohesive culture & brand
- Identify new analytics of culture

# Spending

	Appropriated Current	Appropriated Hourly/Salaries	Total
VP People & Culture	\$143,074		
EOAA / Title IX	\$122,510	\$318,163	\$440,673
Human Resources	\$740,025	\$1,686,040	\$2,426,065
UVSELF	\$29,569		
Summer University	\$43,265		
<b>Totals:</b>	<b>\$1,078,443</b>	<b>\$2,004,203</b>	<b>\$3,082,646</b>

## Non-Appropriated Funds

- Employee Wellness
- Self-Funded Health Plan Administrative
- HSA Employer Contribution
- Unemployment
- Temporary Employment Services

# Spending Impact

## High Impact

- Food Truck Fridays
- Employee Appreciation Events
- LinkedIn Learning
- Summer University
- UVSELF
- Years of Service Recognition
- Retirement Recognition

## Required

- Outside Compensation Consultant
- Mamavas
- Employee Americans with Disabilities Act
- Title IX Trainings & Software
- EOAA Outside Investigators & Trainings

## Improvement

- Hiring
- Job Descriptions
- Search Advocacy

# Plans

Request	Carry Forward Funds	PBA Request
Compensation Consultant Funds	\$22,250	
Workplace safety drug & alcohol testing	\$6,000	
Food Truck Fridays		\$17,500
Athletic Employee Appreciation Events		\$10,500
Years of Service Appreciation Event		\$3,500
Retirement Appreciation Dinner		\$4,000
<b>TOTALS:</b>	<b>\$28,250</b>	<b>\$35,500</b>

## Exceptional Care

*Organizational Sustainability 1: UVU Strategically allocates resources to support and sustain programs, services, technology, and infrastructure.*

### **Quality Improvement Initiative: Employee Appreciation and Recognition**

**Because of the rising food costs and increasing attendance additional funding for employee recognition events is needed for the following:**

- **Food Truck Friday (1400 more vouchers, increased cost of food)**
- **Employee appreciation athletic events (1500 more vouchers, increased cost)**
- **Years of service recognition (50 more employees recognized over 5 years)**
- **Retirement recognition (20 more employees over 5 years)**

**Appropriated on-going request #222      \$ 35,000**