

# People & Culture



Planning, Budget, & Assessment

November 10, 2022

# Leadership Team



Marilyn Meyer  
Vice President



Christine Peterson  
Executive Assistant



Deborah Colimon  
Presidential Intern



Rasha Qudisat  
Chief Inclusion &  
Diversity Officer



Judy Martindale  
Senior Director  
Benefits &  
Compensation



Colby Callahan  
Senior Director  
HRIS Records



Drew Burke  
Senior Director  
Employee  
Relations &  
Institutional Equity



Daniel Delgadillo  
Director  
Culture & Talent



Priscilla Villasenor-  
Navarro  
Presidential Intern

# Priorities



## In Process

- Vision 2030 Refresh
- Great UVU Leaders
- UVULead, UVUDevelop, UVSELF, People Managers

## Next Steps

- 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
- Campus Climate Survey

## Next Steps

- Enable a cohesive culture & brand
- Identify new analytics of culture

# Accountability | Inspired Leadership

## Great UVU Leaders

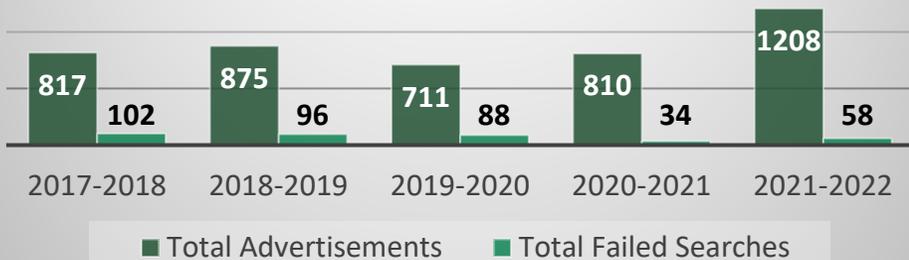
### Leadership Hires



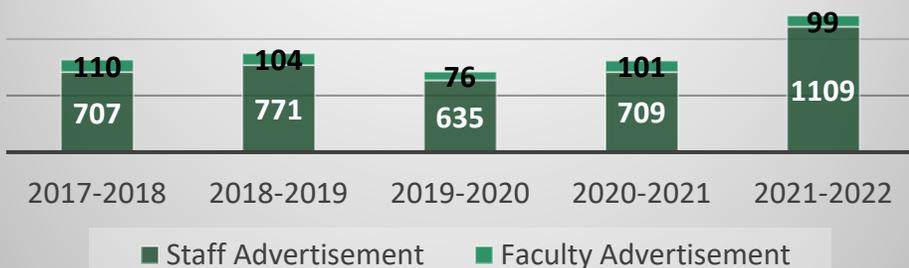
# Accountability | Empowered Workforce

## Acquire the Right Talent for Today & Future

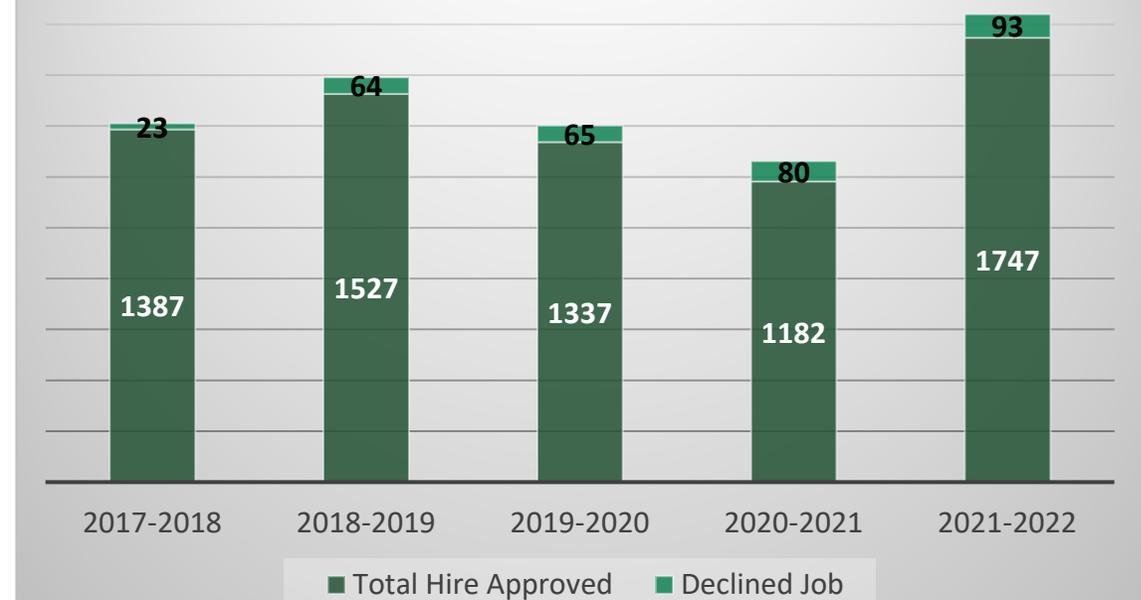
### Total Advertisements Per Fiscal Year



### Total Advertisements By Employee Class

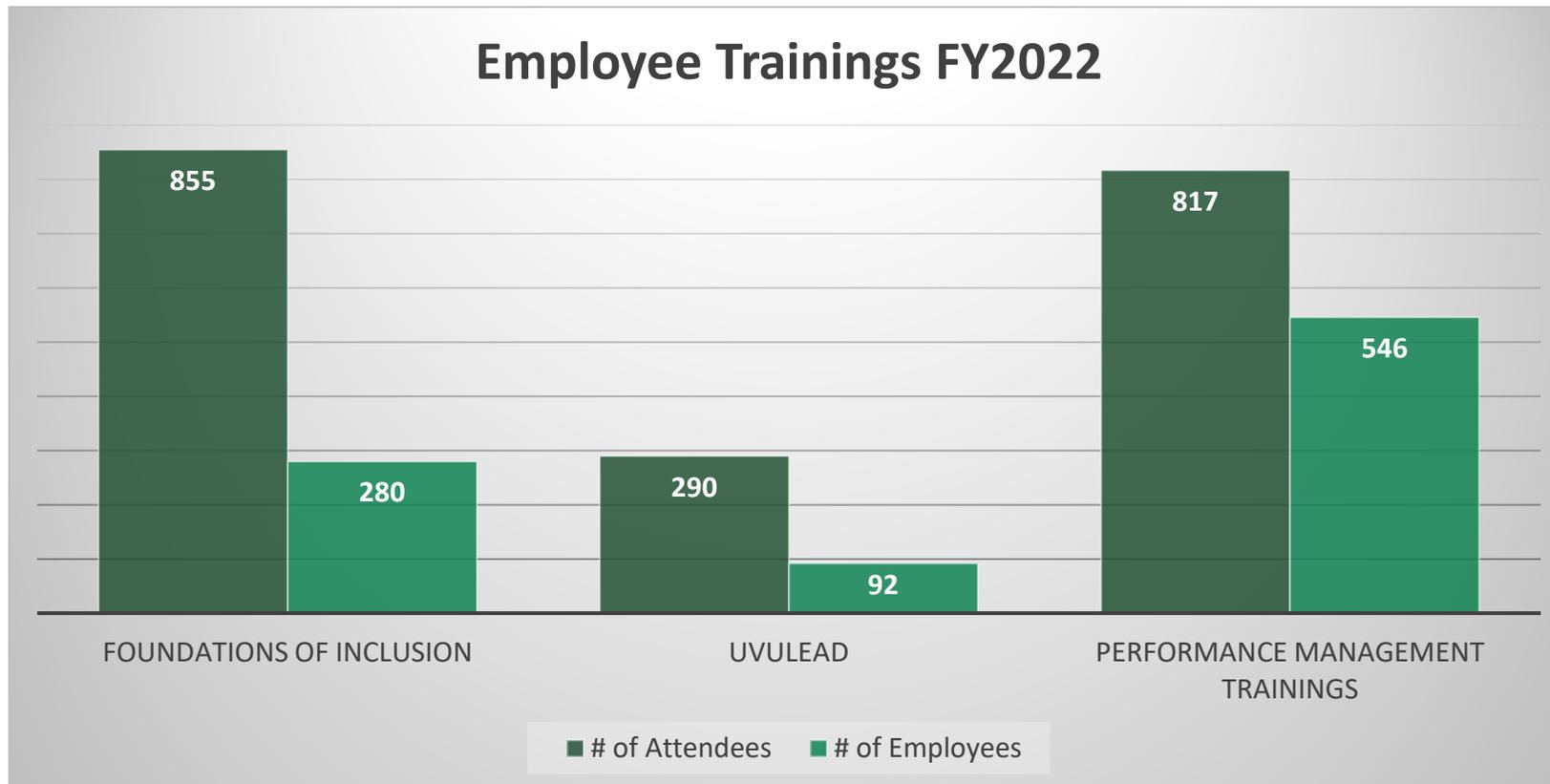


### Total Hiring Proposals



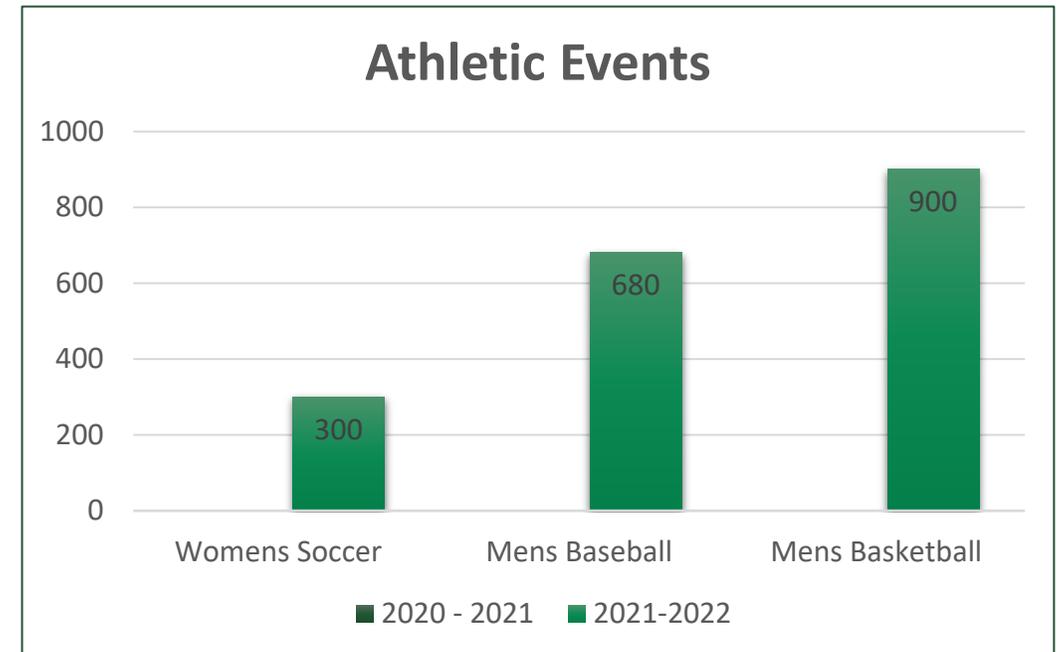
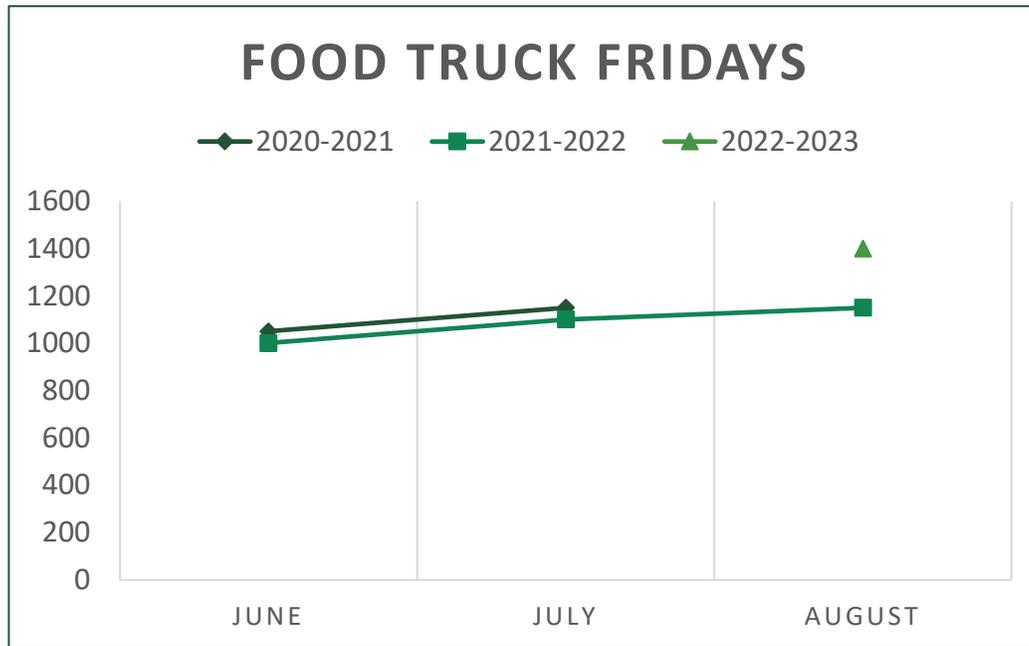
# Accountability | Empowered Workforce

Develop the Right Workforce for Today & Future  
Lead, Change, & Adapt



# Accountability | Empowered Workforce

## Highly Productive Workforce Employee Appreciation Events



# Accountability | Empowered Workforce



Employee Assistance Program

Available to all part- and full-time employees (do not need to be on UVU insurance)

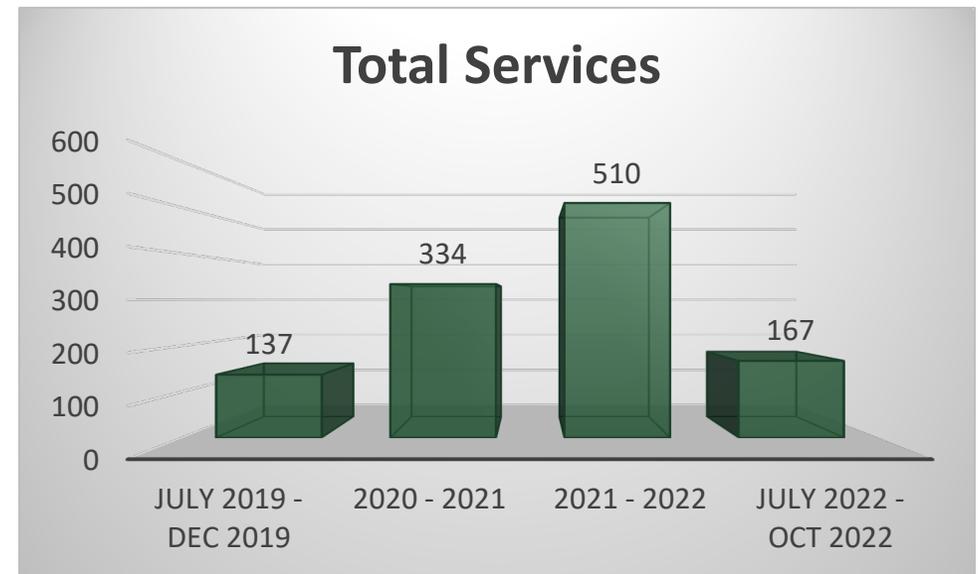
Up to eight free counseling sessions (per new qualified event) for each household member

24-hour crisis support

Financial help & legal support

Child and parenting services

Adult and eldercare services

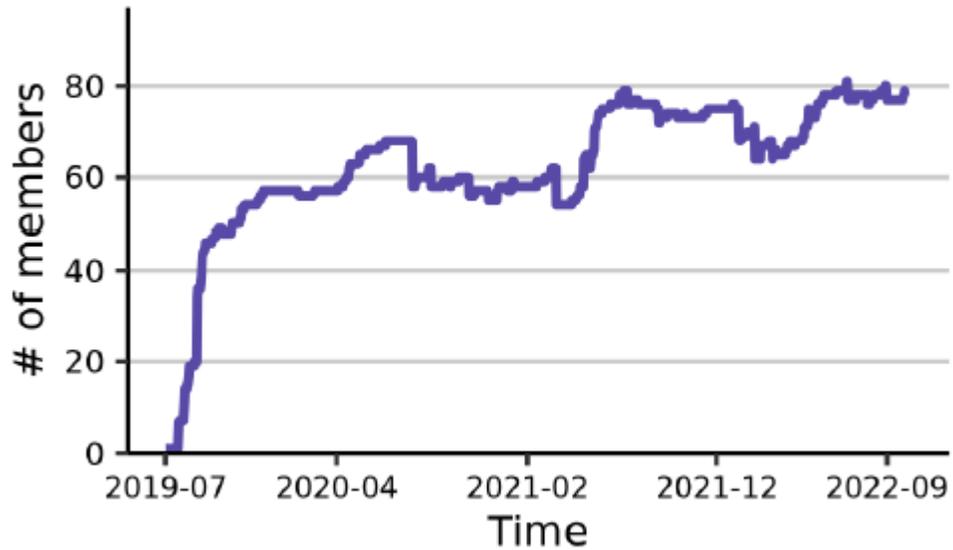


# Accountability | Empowered Workforce



## Diabetes Management Program

### Enrollment trends



### Program engagement

Average 90 day member engagement rates (% of activated)



**97%**

Device monitoring

Connected blood glucose meter usage



**86%**

Self-guided activity

Email opens, log-ins, health summary report sharing, food logs



**58%**

Digital coaching

Health nudges, 5-day challenges, action plans



**4%**

Expert coaching

Alert-based, on-demand, and scheduled coaching

# Accountability | Empowered Workforce



**Landed**

Homebuying Assistance Program



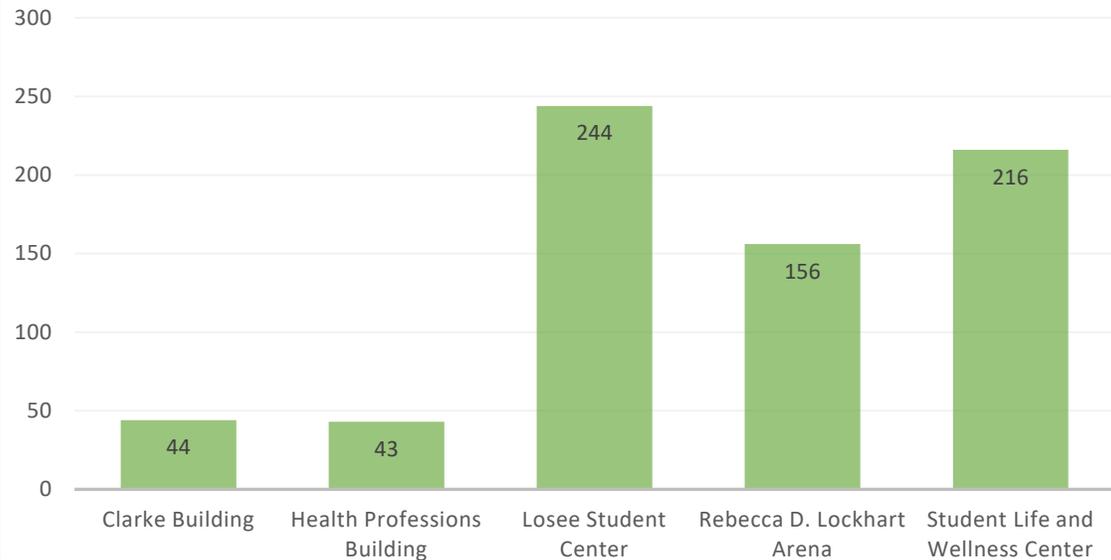
- 194 employees signed up to learn more
- 4 employees made an offer on a home
- 17 employees paired with an agent & lender
- Landed placed a hold on assistance in Utah County in December 2021

- Free Home Buying Seminars
- Home Buying Experts in branch
- Loans with no down payment
- No balloon payments
- Credit score assistance

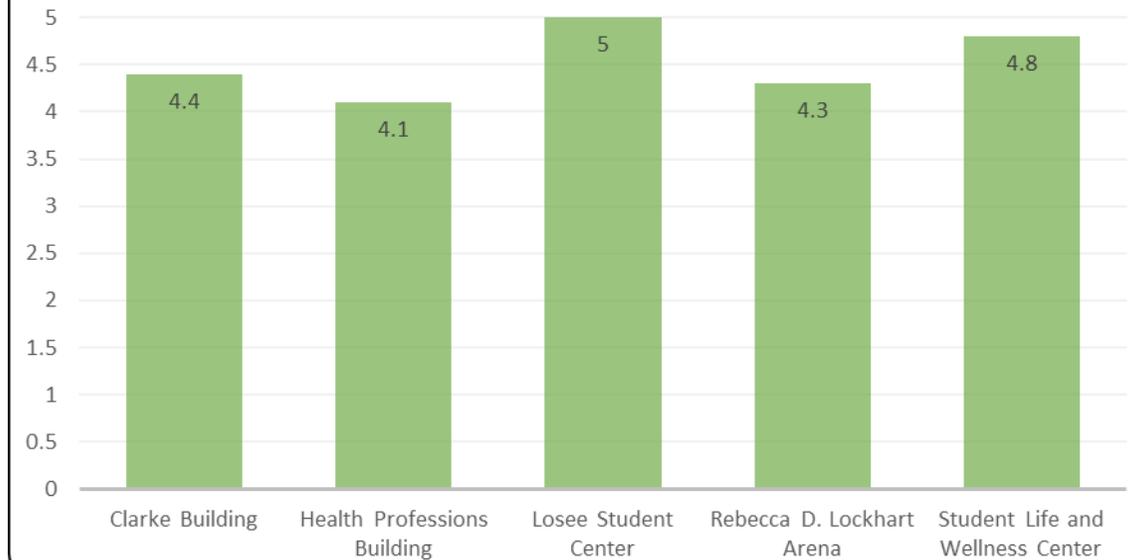
# Accountability | Empowered Workforce

## Mamava Pods at UVU 703 Total Visits in FY21

Mamava Pod Usage 2021 Fiscal Year



Mamava Pod Ratings (1-5) 2021 Fiscal Year

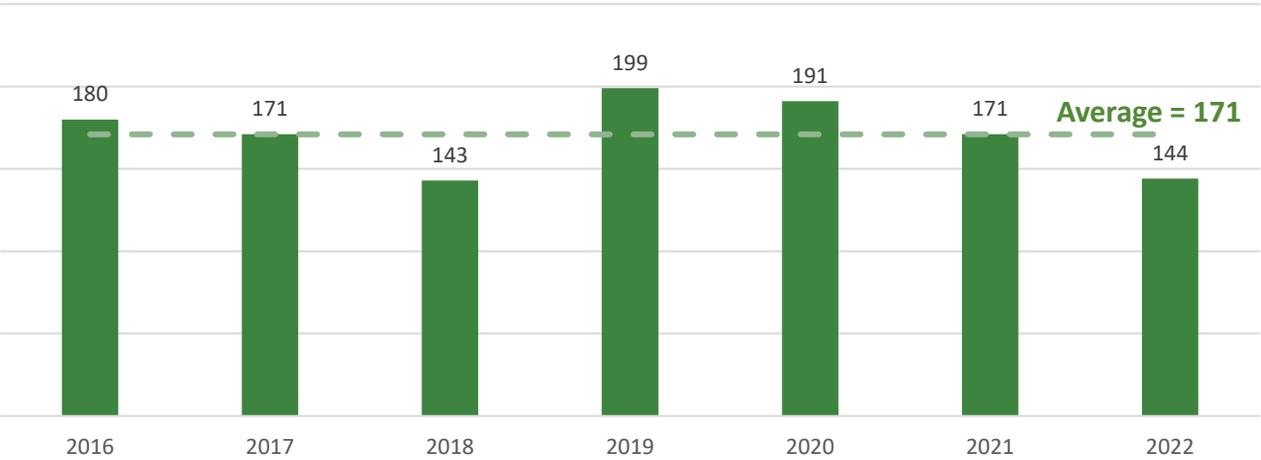


**Adding pods to Lehi Campus & Woodbury Building**

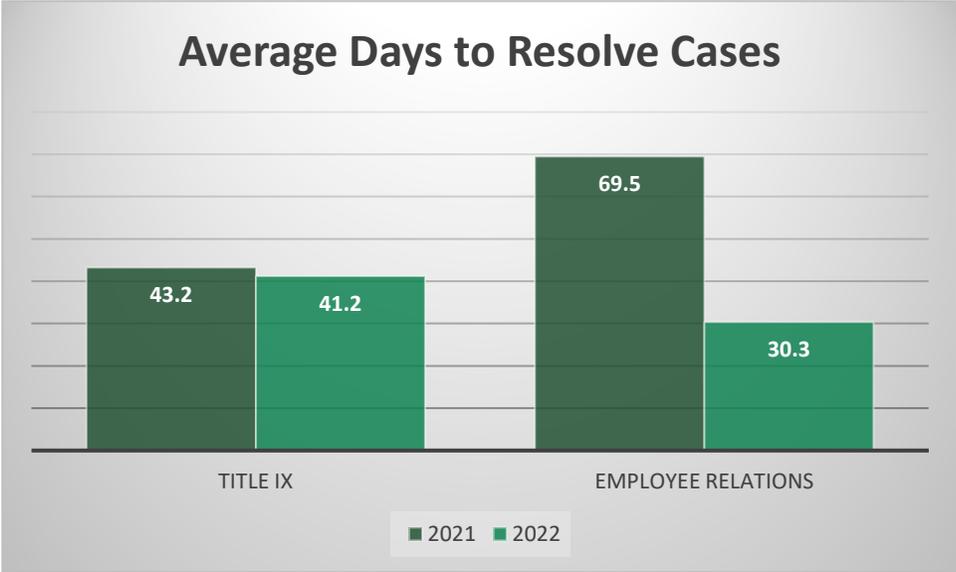
# Accountability | Winning Culture

## Title IX and Employee Relations

Title IX Cases Per Year



Average Days to Resolve Cases



# Plans



- **Rebranding Human Resources to People & Culture**



- **New Applicant Tracking System**
  - Improved application process for potential employees



- **Job Posting Templates**



- **Restructure Position Classifications**
  - Move from 1500+ to 300 – 400



- **Employee Professional Development**
  - Continue offering UVULead courses to supervisors
  - Offer UVUDevelop courses to all employees
  - Offer external professional development courses

# Requests



## 1. Faculty Talent Acquisition Partner

- \$95,110 (includes benefits)
- Provide more hands-on assistance for faculty hiring
- Faculty hiring requires more time | With increase of staff hiring we need an additional partner



## 2. Additional Years of Service Gift Funds

- \$20,000 for gifts given every 5 years of service
- Increase gift amounts by 20 – 35%
- Provide more meaningful gifts to encourage retention



## 3. Full-time Admin Support III

- \$85,165 (includes benefits)
- Will support a Director and 3 Senior Directors
- Will free up time for leaders to focus on strategic initiatives and are goals

# Office of Inclusion & Diversity

## Rasha Qudisat

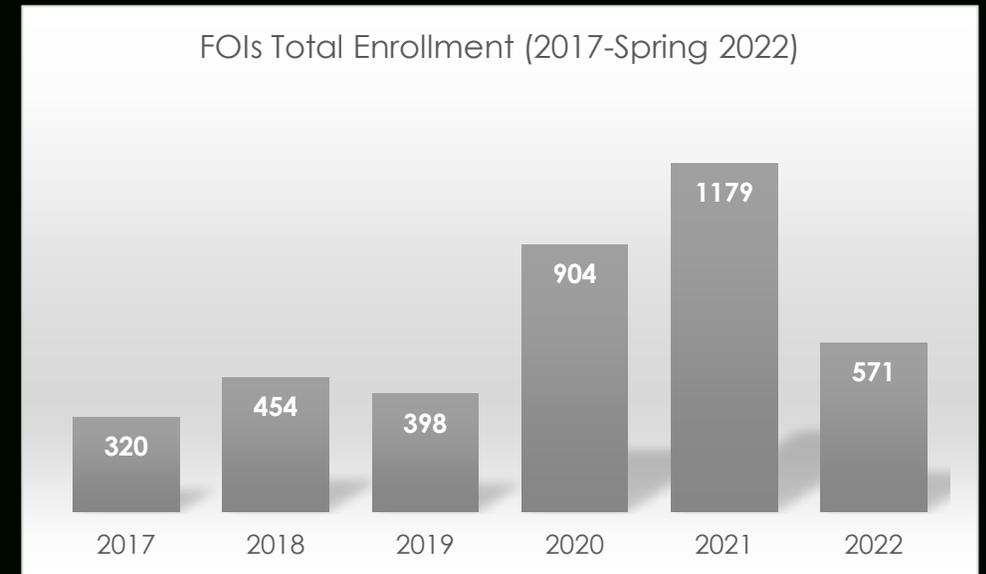
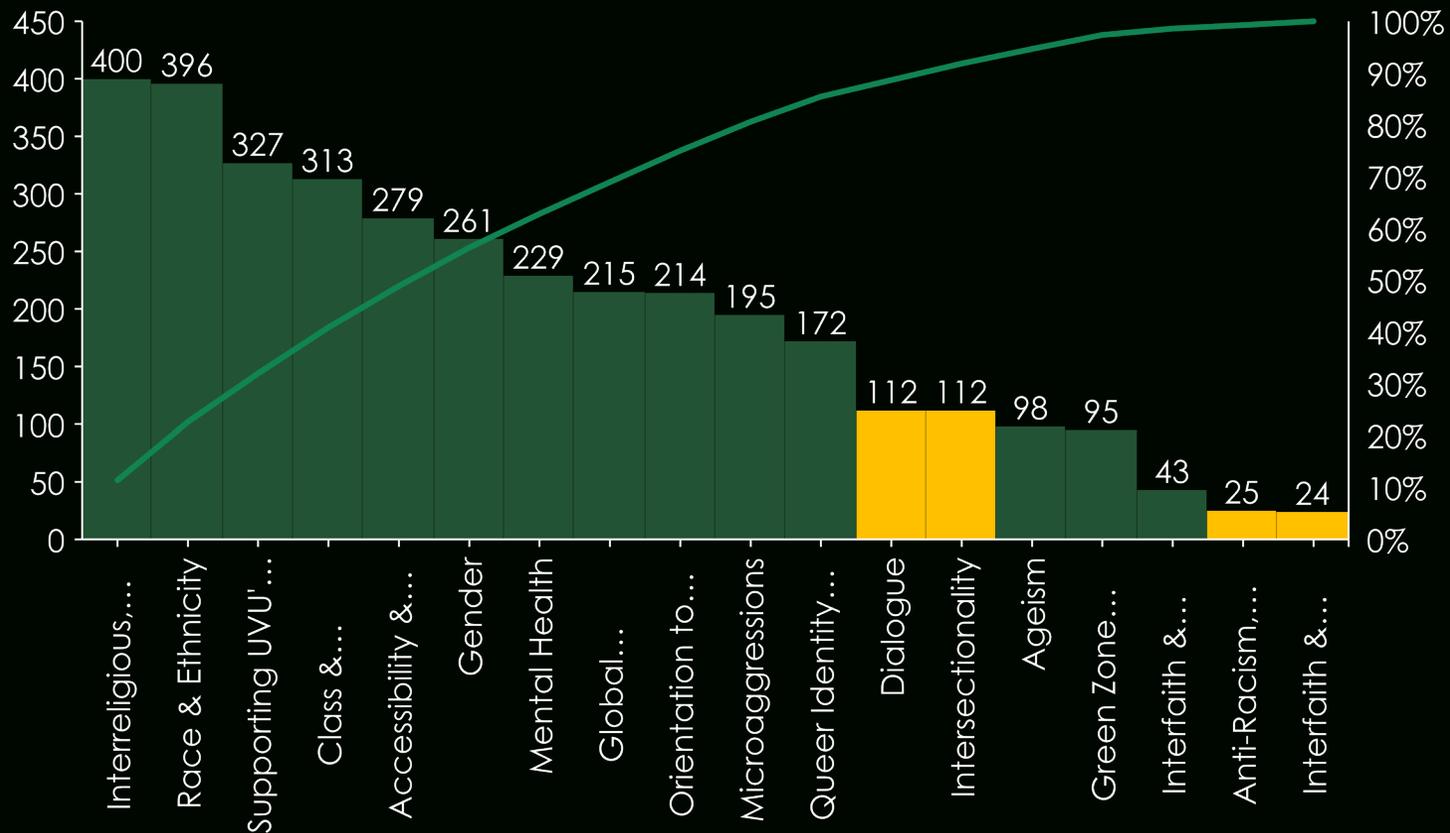
Chief Inclusion & Diversity Officer



# Accountability

## Office of Inclusion and Diversity

### Foundation of Inclusions

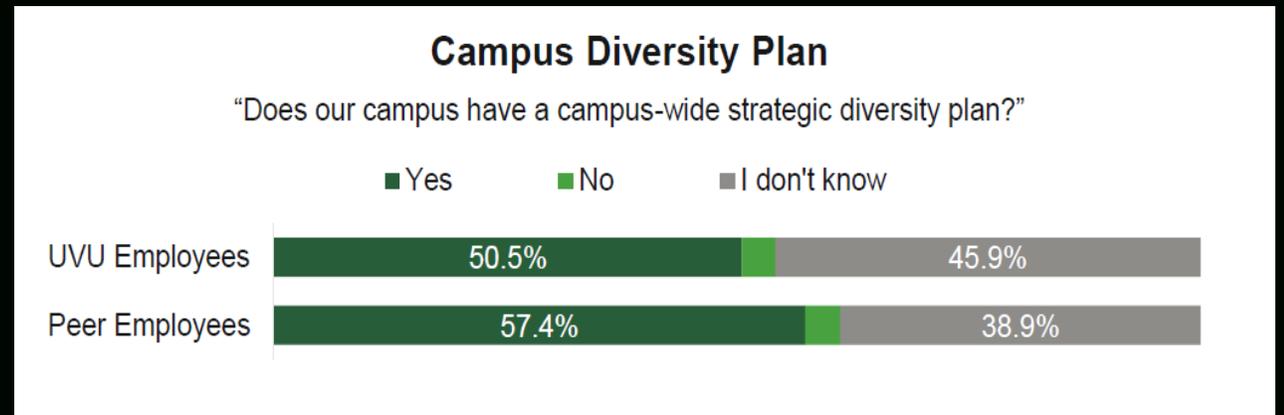


# Accountability

## Office of Inclusion and Diversity

### Insight Viewfinder Campus Climate Survey

- First administration through third-party
- Administration in February 2022
- Students' response rate 4.2%
- Employees response rate 56.6%
- Benchmarked some attributes of the campus climate.

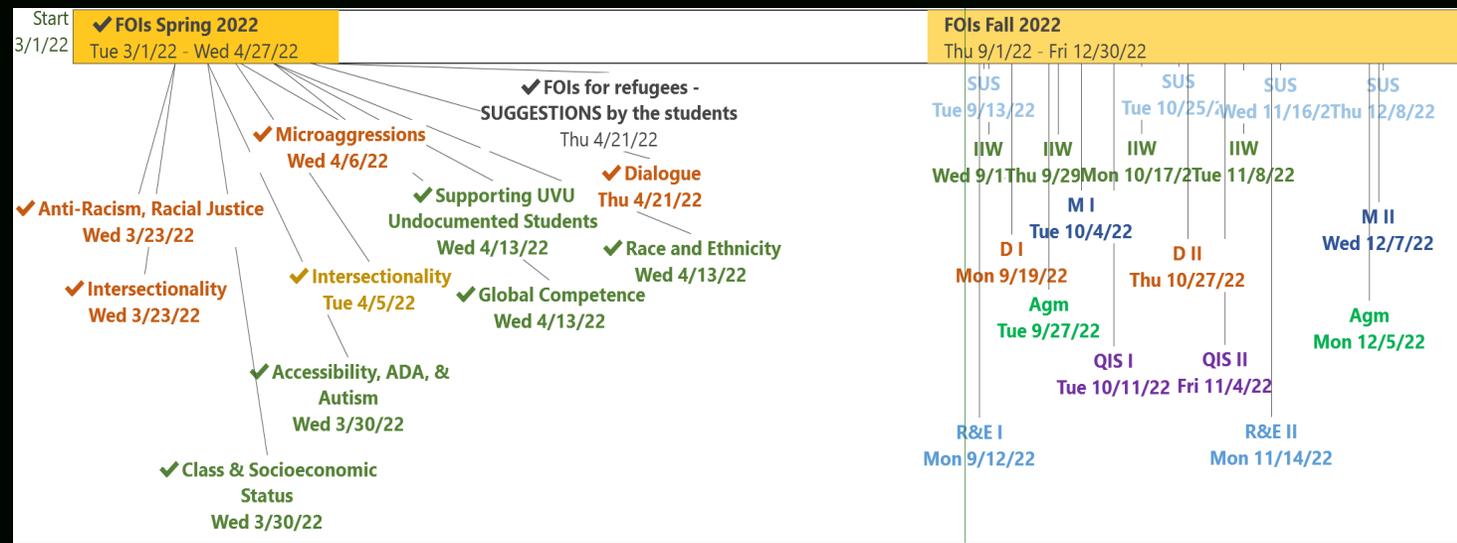


# Plans

## Office of Inclusion and Diversity

### Foundation of Inclusions

- Spread the scheduling to avoid double scheduling
- Add new content to FOIs
- Create new FOIs
- Make e-Certification available each semester
- Banquet for FOI certification, and Champion of Inclusion

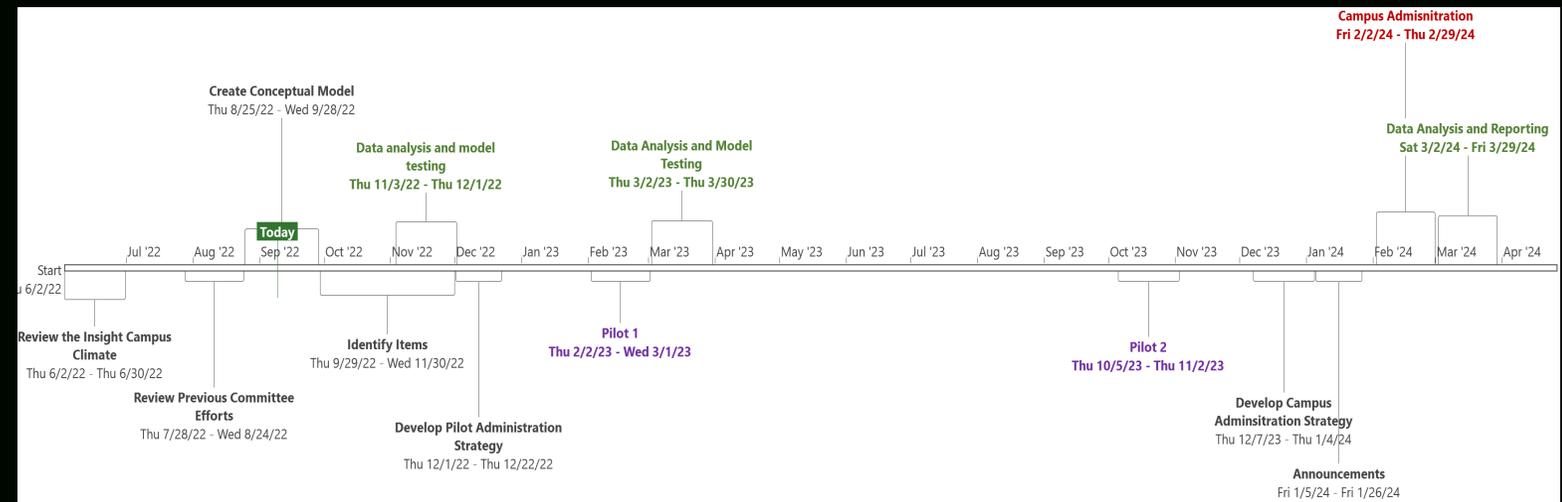
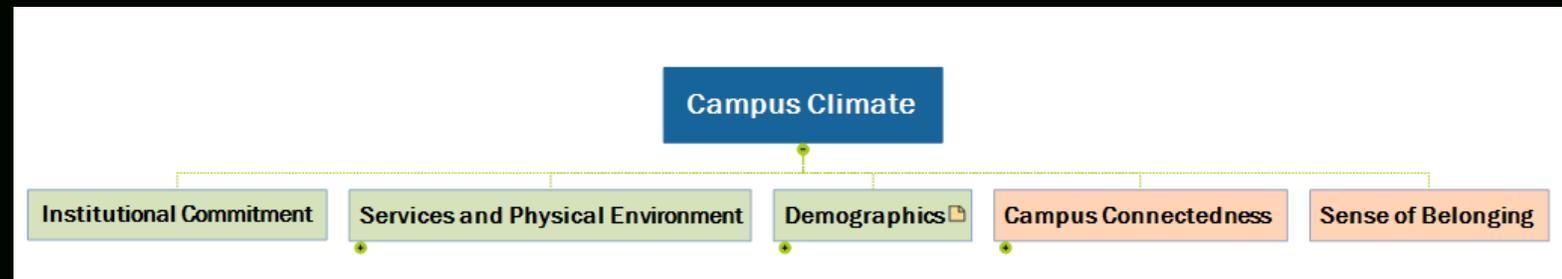


# Plans

## Office of Inclusion and Diversity

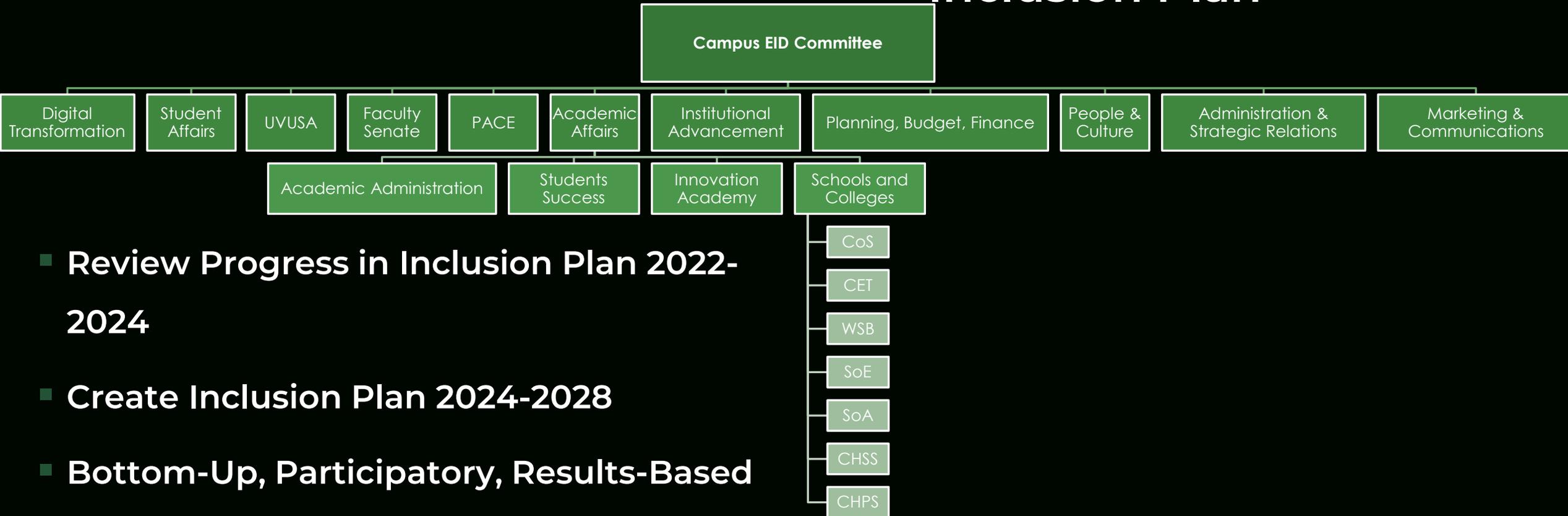
## Campus Climate Survey

- Create UVU Campus Climate Survey
- Develop Administration Strategy
- Two Pilots in two Colleges Spring and Fall 2023.
- Mass Administration in Spring 2024



# Plans

## Office of Inclusion and Diversity Inclusion Plan



- Review Progress in Inclusion Plan 2022-2024
- Create Inclusion Plan 2024-2028
- Bottom-Up, Participatory, Results-Based Planning

# Office of Inclusion & Diversity

## Requests...

Nothing this year

**PACE**

**Daniel Delgadillo**

**PACE President 2022 - 2024**



# PACE GENERAL BOARD 2022-2023

Advocate | Unify | Communicate | Involve



# 2022 – 2023 PACE PRIORITIES

- Create a Sense of Belonging & Appreciation
  - Goodwill Fund & PACE Weekly email
  - Improve Staff Education, and Professional Development Funds
  - Support EverGREEN Campaign
  - Update Policy 113 - PACE Award of Excellence



# Belonging & Appreciation



Emily Muñoz and friends | Los Cabos

Marketing & Communications

## Goodwill Funds

- Floral baskets – serious illness and death
- Expanded to celebrate graduation of employee, birth or adoption, employee's wedding.

## PACE Weekly Email

- Staff Spotlight
- Recognize death of staff

# Staff Development

## 1. Staff Professional Development Funds

- Provide "scholarship" funds to participate in UVU professional development activities (*\$100 scholarships*)

## 2. Staff Education Funds

- Increase award amount by \$500 to \$1,000
- Include prep material to certification exams
- Increase lifetime limit



Hasmik Sargsian, Rachel Shelton, Polly Clauson, Kelly Prue | School of Business

# Partnerships

## Support EverGREEN Campaign

- PACE Weekly Emails
- PACE Scholarship
- Ambassador Program
- Fall Forum, Holiday Social



# PACE Awards of Excellence

## Policy 113 - University Awards of Excellence & Other University Awards

- Align PACE Awards of Excellence amount with Faculty Senate's

Granting Entity	Award Category	Range of Awards	Percentage	Dollar Amount	Total Amount
Faculty Senate	Full Time	1 per school or college	65% - 70%	\$3,250 - \$3,500	\$22,750 - \$24,500
	Part Time	1 per school or college	30% - 35%	\$1,500 - \$1,750	\$10,500 - \$12,250
PACE	Full Time	Up to 8	30% - 35%	\$1,500 - \$1,750	\$12,000 - \$14,000
	Part Time	Up to 4	15% - 20%	\$750 - \$1,000	\$3,000 - \$4,000

Granting Entity	Award Category	Range of Awards	Percentage	Dollar Amount	Total Amount	Additional Funds
Faculty Senate	Full Time	1 per school or college	65% - 70%	\$3,250 - \$3,500	\$22,750 - \$24,500	-
	Part Time	1 per school or college	30% - 35%	\$1,500 - \$1,750	\$10,500 - \$12,250	-
PACE	Full Time	Up to 8	65% - 70%	\$3,250 - \$3,500	\$26,000 - \$28,000	\$14,000
	Part Time	Up to 4	30% - 35%	\$1,500 - \$1,750	\$6,000 - \$7,000	\$3,000
					<b>Total Additional Funds</b>	<b>\$17,000</b>



Christy King – Student Affairs Grants | Boy George & Culture Club Concert

# PACE Requests...

Nothing this year



Christian Heftel, Barb Heftel, Justine Jones, Josh Woolbright | PACE Fall Forum



Joe Nettleton | Finance & Business Services | Portugal



Maddie Bagley | People & Culture | Employee Appreciation Night Event



PACE Fall Forum

**Questions?**