IN THE PAST YEAR,
UVU STUDENTS...
Achieved Olympic Dreams

Noelle Pikus Pace

Chris Fogt
Beat 160 Public Relations teams to win Best of Show at national Golden Spike Awards

PR Student Society wins Best Chapter in the Nation

Received Best in Show at Associated Collegiate Press Conference
Won the first **WAC championships** for UVU in Men’s Cross Country and Men’s Basketball

Received Division I **Academic All-American Honors** (Holton Hunsaker)
Were the first in the country to win back-to-back top honors at the annual Kennedy Center American College Theatre Festival.

Produced Annie Get Your Gun in partnership with Sundance Resort.
Ranked Number 2 nationally at Skills USA Championships (6 gold medals, 5 silver, 1 bronze)

Won silver medal at International Audio Engineering Competition
Won First Place in Utah Music Teachers Association Competition (Aaron Price)

Earned the Priscilla S. Payne Performance Award for earning the highest score on the national accounting exam (John Gardner)
Just won the **National Dance Championships** in Daytona Beach, Florida.
Received recognition in a report from the United Nations Secretary General for work on sustainable mountain development.
Invited to the National Collegiate Choral Organization conference. This is one of the most prestigious honors for collegiate choirs.
Was named American Culinary Federation Western Regional 2014 Student Chef of the Year (Victor Perez Ruiz)
Won Association of Student Alumni Programs award for student giving campaign from CASE (Council for Advancement and Support of Education)

Beat 31 schools including UC Berkeley, Stanford, UCLA, USC, BYU, and UNLV
IN THE PAST YEAR,
UTAH VALLEY UNIVERSITY...
Brought nationally recognized scholars and speakers
Hosted the Governor’s Native American Summit with tribal leaders and 200 participants
Opened the Barbara Barrington Jones Foundation Wee Care Center
Robert Putnam received $2M donation from Vivint to start a Professional Sales Program. Just last week, UVU’s Professional Sales students placed 2nd at National competition.
Unveiled the Roots of Knowledge project in the library
Was recognized as one of six institutions in the nation for progress on our Latino Initiative

Launched a Global Spotlight on Mexico and hosted state’s first Doing Business in Mexico Conference
Convened a Social Summit to address childhood literacy and numeracy

Engaged the community with an elementary robotics program
Celebrated the 25th Anniversary of UVU’s Aviation program

Won eight awards at the National Intercollegiate Flying Association Regional competition
Broke ground on a 250,000 square foot Classroom Building

Cut ribbon on Intramural fields at Geneva property
Received grant and led efforts to build an **Online World Deaf Library** and museum  
(Professor Bryan Eldredge)
Received the **International Hero Award** from the American Red Cross for prosthetic work in Guatemala and Samoa

Hosted **ambassadors or consuls** from Moldova, Botswana, Egypt, Pakistan, & Vietnam
RIBBON CUTTING
TODAY | 2pm
Student Life and Wellness Center
3rd floor basketball courts
UVU vs. U of U
TUESDAY, April 22 | 6pm
Brent Brown Ballpark

EMPLOYEE APPRECIATION
Baseball Night
COMMENCEMENT
THURSDAY, May 1 | 6:30pm
UCCU Center

Wes Moore

Convocation Ceremonies on Friday, May 2
For a listing of commencement/convocation events, visit:
http://www.uvu.edu/graduation/community/commencement.html
SUMMER UNIVERSITY
MON-WED, MAY 19-21
Building Bridges - Making a Difference

http://www.uvu.edu/summeruniversity/
## THE HISTORICAL PROBLEM

<table>
<thead>
<tr>
<th>USHE Institution</th>
<th>Tax funds per FTE</th>
<th>Tax funds as % revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>U of U</td>
<td>$7,172</td>
<td>48%</td>
</tr>
<tr>
<td>USU</td>
<td>$6,417</td>
<td>59%</td>
</tr>
<tr>
<td>Snow</td>
<td>$5,949</td>
<td>68%</td>
</tr>
<tr>
<td>SUU</td>
<td>$4,513</td>
<td>47%</td>
</tr>
<tr>
<td>Weber</td>
<td>$4,207</td>
<td>50%</td>
</tr>
<tr>
<td>Dixie</td>
<td>$3,225</td>
<td>46%</td>
</tr>
<tr>
<td>SLCC</td>
<td>$2,891</td>
<td>50%</td>
</tr>
<tr>
<td><strong>UVU</strong></td>
<td><strong>$2,871</strong></td>
<td><strong>38%</strong></td>
</tr>
</tbody>
</table>

**UVU 10-year history of tax funds as % of revenue**

04-05 06-07 08-09 10-11 12-13 13-14

41% 42% 45% 38% 38% 41%

47% 50% 54% 54% 54% 54%

48% 50% 50% 50% 50% 50%
## 2014 LEGISLATIVE APPROPRIATIONS

<table>
<thead>
<tr>
<th>Project</th>
<th>New Tax Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Compensation</strong></td>
<td></td>
</tr>
<tr>
<td>A. 1.25% COLA</td>
<td>$1,085,400</td>
</tr>
<tr>
<td>B. 2.2% Medical Premiums</td>
<td>$312,400</td>
</tr>
<tr>
<td>C. Utah Retirement System Rates</td>
<td>$274,400</td>
</tr>
<tr>
<td>Reallocation within USHE</td>
<td>$183,000</td>
</tr>
<tr>
<td>Risk management / Fleet support</td>
<td>$241,500</td>
</tr>
<tr>
<td><strong>Mission Based Funding</strong></td>
<td></td>
</tr>
<tr>
<td>A. Distinctive Mission</td>
<td>$856,400</td>
</tr>
<tr>
<td>B. Acute Equity</td>
<td>$21,110,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$24,063,100</strong></td>
</tr>
</tbody>
</table>
## HISTORIC SYSTEM SUPPORT

<table>
<thead>
<tr>
<th>USHE Institution</th>
<th>% of Equity Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utah Valley University</td>
<td>42.2%</td>
</tr>
<tr>
<td>SLCC</td>
<td>31.2%</td>
</tr>
<tr>
<td>USU - Regional</td>
<td>11.2%</td>
</tr>
<tr>
<td>Weber State University</td>
<td>8.9%</td>
</tr>
<tr>
<td>Dixie State University</td>
<td>6.5%</td>
</tr>
<tr>
<td>University of Utah</td>
<td>0%</td>
</tr>
<tr>
<td>Utah State University</td>
<td>0%</td>
</tr>
<tr>
<td>Southern Utah University</td>
<td>0%</td>
</tr>
<tr>
<td>Snow College</td>
<td>0%</td>
</tr>
</tbody>
</table>
ANNUAL TAX FUND CHANGE

06-07: $2,219,500
07-08: $11,945,900
08-09: $1,166,500
09-10: -$3,009,000
10-11: -$4,379,600
11-12: $2,771,700
12-13: $3,535,500
13-14: $5,612,500
14-15: $24,063,100
ANNUAL TAX FUND CHANGE

- $10,000,000
- $5,000,000
  - $0
- $5,000,000
- $10,000,000
- $15,000,000
- $20,000,000
- $25,000,000

06-07  07-08  08-09  09-10  10-11  11-12  12-13  13-14  14-15

$19,863,000

$24,063,100
THANK YOU!!

Governor Herbert  Speaker Lockhart  Steve Urqh hart  Keith Grover  Dan Campbell

Cameron Martin  Chris Taylor  Linda Makin  Val Peterson

- PACE
- UVUSA
- Trustees
- Individual faculty
Planning, Budget, and Assessment (PBA) Allocation Decisions
COMPENSATION FUNDS

Legislative Compensation Increase
- $1,085,400 - COLA

Tuition Increase
- 25% required COLA match
- Targeted salary equity, retention & merit
TUITION

Tuition Annual Percent Change

- 1st Tier Tuition - 4%
- 2nd Tier Tuition - 0%

2014 - 2015

<table>
<thead>
<tr>
<th>Year</th>
<th>Tuition Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>04-05</td>
<td>14.5%</td>
</tr>
<tr>
<td>05-06</td>
<td>8.8%</td>
</tr>
<tr>
<td>06-07</td>
<td>9%</td>
</tr>
<tr>
<td>07-08</td>
<td>6.7%</td>
</tr>
<tr>
<td>08-09</td>
<td>6.3%</td>
</tr>
<tr>
<td>09-10</td>
<td>8.7%</td>
</tr>
<tr>
<td>10-11</td>
<td>6%</td>
</tr>
<tr>
<td>11-12</td>
<td>7.4%</td>
</tr>
<tr>
<td>12-13</td>
<td>4.5%</td>
</tr>
<tr>
<td>13-14</td>
<td>6%</td>
</tr>
<tr>
<td>14-15</td>
<td>4%</td>
</tr>
</tbody>
</table>
COMPENSATION FUNDS

Legislative Compensation Increase
- $1,085,400 - COLA

Tuition Increase
- 25% required COLA match
- Targeted salary equity, retention & merit

Acute Equity Funds
- Adjunct faculty rates
COMPENSATION

Medical Benefits

- No premium, deductible, co-pay, or co-insurance increases
- 13-14 plan claims (usage) lower than projected and better than 12-13
- New plan administrators offering enhanced tools and services
- Expanded in-network coverage outside of Utah
- New buy-up option for additional facilities within Utah
COMPENSATION

All salaried employees
- 1.25% Cost of Living Adjustment
- $250 base increase (resulting from no medical premium increase)

Adjunct faculty
- 12.68% increase to pay rates to be more comparable with regional universities
- Funded through 1.25% COLA and acute equity funds

Hourly staff/students
- 2.5% increase to pay rates for hourly employees
COMPENSATION

In addition to 1.25% COLA and $250

Salaried Faculty

- Market equity adjustments
  - Non-terminally qualified to 80% of market median; terminally qualified to 90% of market median
  - Salaried Summer ICHE to 3% of avg. faculty salaries (increase of 4.3%)

- Key retention/merit
  - Rank and tenure promotions
  - Targeted adjustments as recommended by academic leadership
COMPENSATION

In addition to 1.25% COLA and $250
Salaried Staff

- Market equity adjustments
  - Exempt - minimum of 80% of market median; >4 but <8 years to 90% of market median; >8 years to market median
  - Non-exempt - >3 but <6 to 90% of market median; >6 to market median

- Key retention/merit
  - Targeted adjustments as recommended by Vice President
COMPENSATION

In addition to 1.25% COLA and $250

Executives

- Market equity adjustments
- Key retention/merit
  - Targeted adjustments as recommended by President

http://www.uvu.edu/hr/compensation/14_15_salary_sched.html
COMPENSATION

Summary

- No medical premium increase; no plan changes
- Medical premium savings to base salaries ($250)
- Cost-of-living adjustment of 1.25%
- Targeted equity and retention increases

<table>
<thead>
<tr>
<th>Employee Group</th>
<th>Avg. Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaried Faculty</td>
<td>3.6%</td>
</tr>
<tr>
<td>Salaried Staff</td>
<td>3.7%</td>
</tr>
<tr>
<td>Executives</td>
<td>3.6%</td>
</tr>
<tr>
<td>Adjunct Faculty</td>
<td>12.7%</td>
</tr>
<tr>
<td>Hourly Staff/Students</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

Open Enrollment
April 21 to May 16
Benefits Fair April 23
OPERATIONS & MAINTENANCE

Classroom Building
O&M - $1,984,500

- 19 positions
  - HVAC, plumber, maintenance, electrician, custodial, grounds, police
- Fuel and power, utilities, supplies
DISTINCTIVE MISSION

- **Participation — $227,955**
  - Simplify/improve admissions & registration
  - Prepare to Succeed in STEM
    - Math preparation through MOOC
    - UVU PREP (Pre-freshman Engineering Program)

- **Completion — $314,673**
  - Student success programs and services
    - Freshman Convocation
    - Retention mentors
    - Tutoring and academic skill services
  - Finish Line Initiative pilot scholarships

- **Economic Development — $301,410**
  - Cyber Security / Information Management program
  - Institute for Innovation
  - Innovate-to-Accelerate business acceleration
Guiding Principles for Allocation of Acute Equity Funds

- Aligned with UVU’s mission, Core Themes, and Administrative Imperatives
- Fulfill commitments made during acquisition process and align with proposed allocation
  - Improve retention and completion
  - Provide program/course offerings to meet student demand and regional needs & ensure accessibility through affordable tuition and fees
  - Champion learning in an academically rigorous environment
  - Provide adequate human and technology resources for instruction, student support, and administrative needs
Guiding Principles for Allocation of Acute Equity Funds

- Aligned with UVU’s mission, Core Themes, and Administrative Imperatives
- Fulfill commitments made during acquisition process and align with proposed allocation
- Transformational and strategic in moving forward our 4-year plans
- Strengthen foundation for success under future funding models (aka performance funding)
- Aggressively build capacity in preparation for projected enrollment growth
- Decision-making over an appropriate period of time with provision for one-time allocations as long-term, ongoing commitments are identified and implemented
## Rollout Timeline

<table>
<thead>
<tr>
<th>Spring 2014</th>
<th>Fall 2014</th>
<th>Spring 2015</th>
</tr>
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<tbody>
<tr>
<td>Base allocations based on 2013-14 PBA Process</td>
<td>Allocation of new faculty lines and critical support staff and projects based on abbreviated/focused September 2014 PBA conversations</td>
<td>Base allocations based on 2014-15 PBA Process</td>
</tr>
<tr>
<td>◦ Estimate $4-7 million</td>
<td>◦ Estimate $4-7 million</td>
<td>◦ Estimate $8-10 million</td>
</tr>
<tr>
<td>One-time allocations based on 2013-14 PBA process and space summit</td>
<td>One-time allocations based on abbreviated/focused September 2014 PBA conversations</td>
<td>One-time allocations based on 2014-15 PBA process</td>
</tr>
<tr>
<td>◦ Estimate $9-11 million</td>
<td>◦ Estimate $5-6 million</td>
<td>◦ Estimate $1-3 million</td>
</tr>
</tbody>
</table>
ACUTE EQUITY

Improve Retention & Completion

$1,240,913 base / $125,000 one-time

- Increase percent of instruction delivered by salaried faculty
  - 10 faculty: Emergency Services, ASL, Humanities, Digital Cinema, Ballet, Education, Elementary Education, Legal Studies, Business Communications (2)

- Enhance advising services and student support
  - 4 advisors: Criminal Justice, Technology & Computing, MBA, Athletics
  - Learning Communities, Supplemental Instruction

- Expand engaged learning & career exploration opportunities
  - Undergraduate research / engaged learning, BSW
  - Director of Field Programs, Community Outreach Coordinator
ACUTE EQUITY

Provide access to programs/course offerings for a broad range of students in meeting regional educational needs

$1,141,020 base

- Expand capacity of STEM programs

- Implement new academic programs
  - 2 faculty: MBA (3 semester, daytime program), Autism

- Increase capacity of program/course offerings and delivery options
  - Additional sections in Technology & Computing and delivered through Distance Education
ACUTE EQUITY

Champion learning in an academically rigorous environment

$1,839,015 base

- Adjunct faculty compensation increase
- Instructional resources
  - Library, academic software, classroom media
ACUTE EQUITY

Provide adequate human and technology resources for instruction, student support, and administrative services

$2,205,654 base / $1,660,000 one-time

๏ Strategic technology solutions, systems, and infrastructure
 ๏ Software, IT/media support for classroom building, IT infrastructure, data security, wireless, virtual/cloud evolution
๏ Staffing to support existing programs/services and meet the demands of a large university
 ๏ Administrative assistants (5), Equal Opportunity/AA Director, Mental Health Therapist, Marketing Designer
CORE THEMES
Total $1,278,172 base / $445,540 one-time

Serious
- Attract, develop and retain faculty/staff
  - Compensation staffing, consulting, and salary surveys
  - Training materials
  - Employee appreciation
  - PACE travel/Fall forum
- University Marketing
  - Ads, history book, UVU flags
- Arts performing enhancement

Engaged
- Community outreach and partnerships
- Global spotlight
- MBA International experience

Inclusive
- Native American Initiative
- Multicultural Student Council scholarships and operating funds
- ASD mentors and assistive technology
- GEARUP and TRIO support
ADMINISTRATIVE IMPERATIVES

Total $1,275,579 base / $4,298,800 one-time

Operate Effectively

- Facilities projects
  - Activity Center remodel, roundabout reconstruction, chemistry lab ventilation
  - Space summit outcomes support (TBD)
    - Moves and remolds, planning and programming, campus signage

Secure Resources

- Reduce general student fees
  - Shift staffing from fees to tuition
- Pursue private resources
  - Development staffing and programs
## Rollout Timeline

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<tr>
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<tr>
<td>Base allocations based on 2013-14 PBA Process</td>
<td><strong>Actual - $6.4 million</strong>&lt;br&gt; Estimate $4-7 million</td>
<td>Allocation of new faculty lines and critical support staff and projects based on abbreviated/focused September 2014 PBA conversations&lt;br&gt; Estimate $4-7 million&lt;br&gt; Estimate $8-10 million</td>
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</table>
STAYING GREEN

Presentation and detailed documents for budget allocation decisions are available online:

http://www.uvu.edu/pba/
MICHAEL NEGALE