



UTAH VALLEY UNIVERSITY

**Great people. Great passion.
Great purpose.**



HUMAN RESOURCES REPORT FOR 2016

PREPARED FOR UVU BOARD OF TRUSTEES, FEBRUARY 23, 2017

EXECUTIVE SUMMARY

The Human Resources Report is prepared annually for the UVU Board of Trustees and provides key summary data regarding Utah Valley University's workforce and workforce activity; for example, total number of employees, turnover rates, average salaries, and demographic composition. This summary provides an overall snapshot of UVU's workforce and key metrics for trend analysis.

While the information and graphs presented on the following pages are primarily for the full-time benefits-eligible workforce at UVU, summary data for UVU's part-time and student employees is also included.

UVU's Human Resources Department serves as a strategic partner supporting Utah Valley University as an employer of choice by attracting, sustaining, and inspiring great people with great passion working for a great purpose.

Summary Highlights:

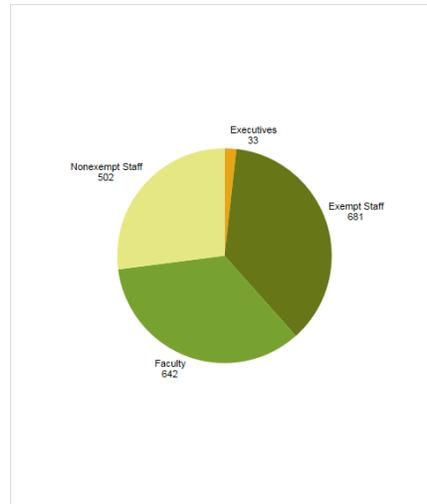
- Utah Valley University continues to be among Utah's largest major employers.
- UVU is the second largest Utah Valley employer.
- As of November 2016, the University's total employee headcount is 5,261, employing 670 full-time faculty, 1,063 part-time faculty, 1,223 full-time staff, 819 part-time staff, 34 administrators, and 1,452 students.
- The full-time employee headcount of 1,927 is an increase of 3.7% over 2015. This growth rate was approximately half of the increase from 2014 to 2015.
- Since 2008, UVU's overall workforce has grown by 11.5%; full-time workforce has grown by 34.3%.
- In 2016, the University's overall turnover rate was 10.2%, a decrease from 2015.
- Median salaries in all employee categories continued to rise in 2016.
- More than 80% of Utah Valley University's \$204 Million appropriated budget is spent on salaries, wages, and benefits for employees.
- Multiple opportunities exist for better representation of women and minorities in UVU's workforce.

Sources: Fall 2016 UVU Human Resources data; State of Utah Workforce Services; Daily Herald, May 13, 2016.

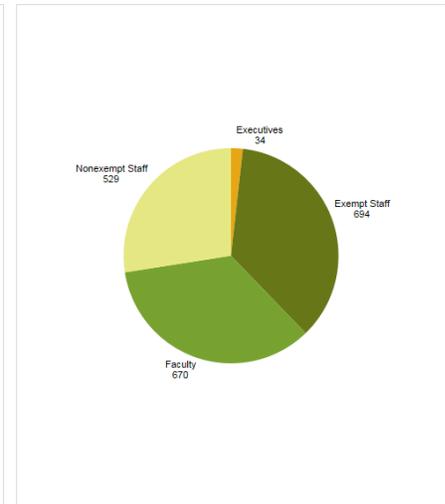
FULL-TIME EMPLOYEE HEADCOUNT

In 2016, the overall employee headcount increased by 2.5% from 2015 numbers. Since 2008, Utah Valley University's overall employee headcount has increased by 11.5%. Over that same period, Faculty had the largest percent increase (39.3%), followed by Exempt staff (36.1%) and Nonexempt (28.7%). Adjunct faculty and Part-time staff saw overall decreases since 2008, at 6.4% and 1.8% respectively. Executive headcount has stayed essentially the same during this time period, increasing by 1 employee or 3% overall. For comparison, UVU's student headcount increased 31% in this same period.

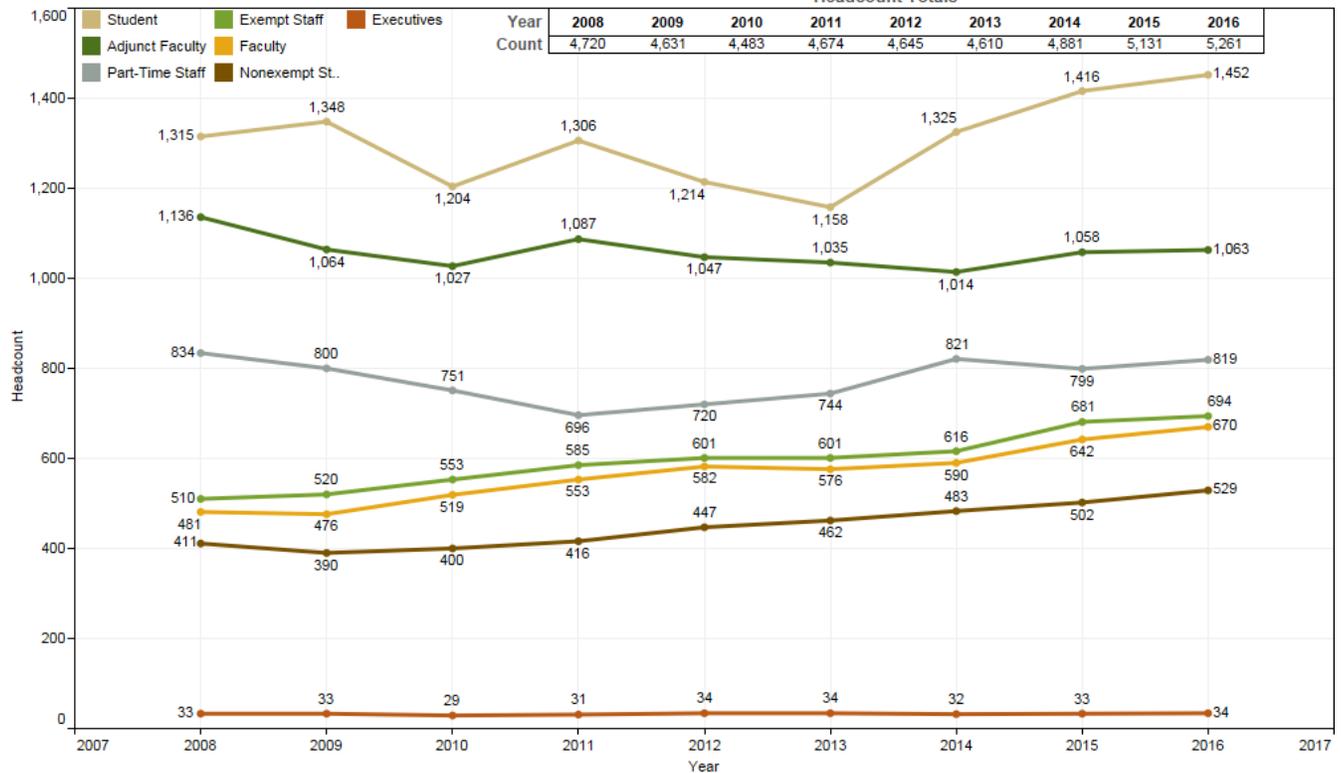
2015 Full-Time Employee Headcount (2015 IPEDS Data)



2016 Full-Time Employee Headcount (2016 IPEDS Data)



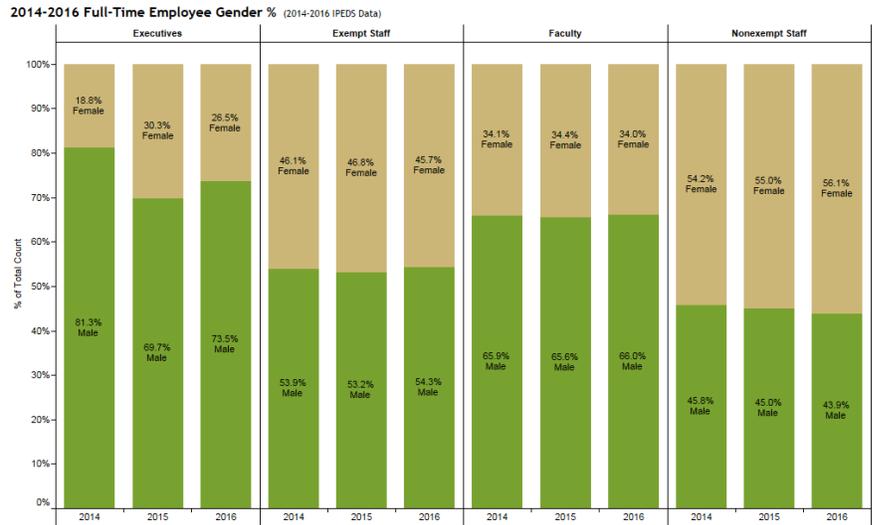
Headcount By Employee Classification (IPEDS Data)



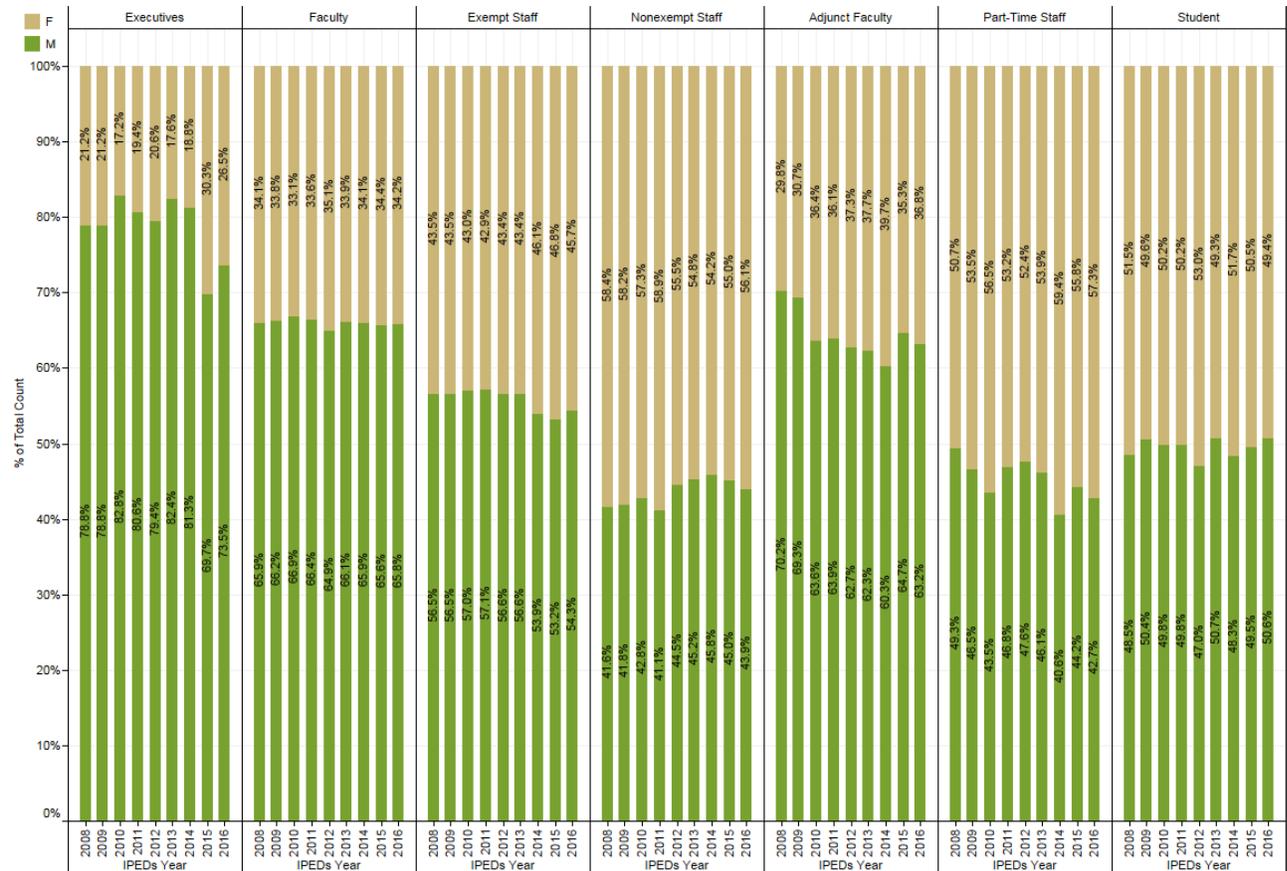
EMPLOYEE DEMOGRAPHICS

Though little change occurred in the demographic breakdown of its workforce in 2016, the University continues to work towards improvement of women and minority representation with plans to address improvement in recruitment, selection and compensation in 2017. Specific opportunities exist for better representation of women in the Executive, Faculty, Exempt staff, and Adjunct faculty classifications. Opportunities also exist for better representation of minorities in all employee classifications.

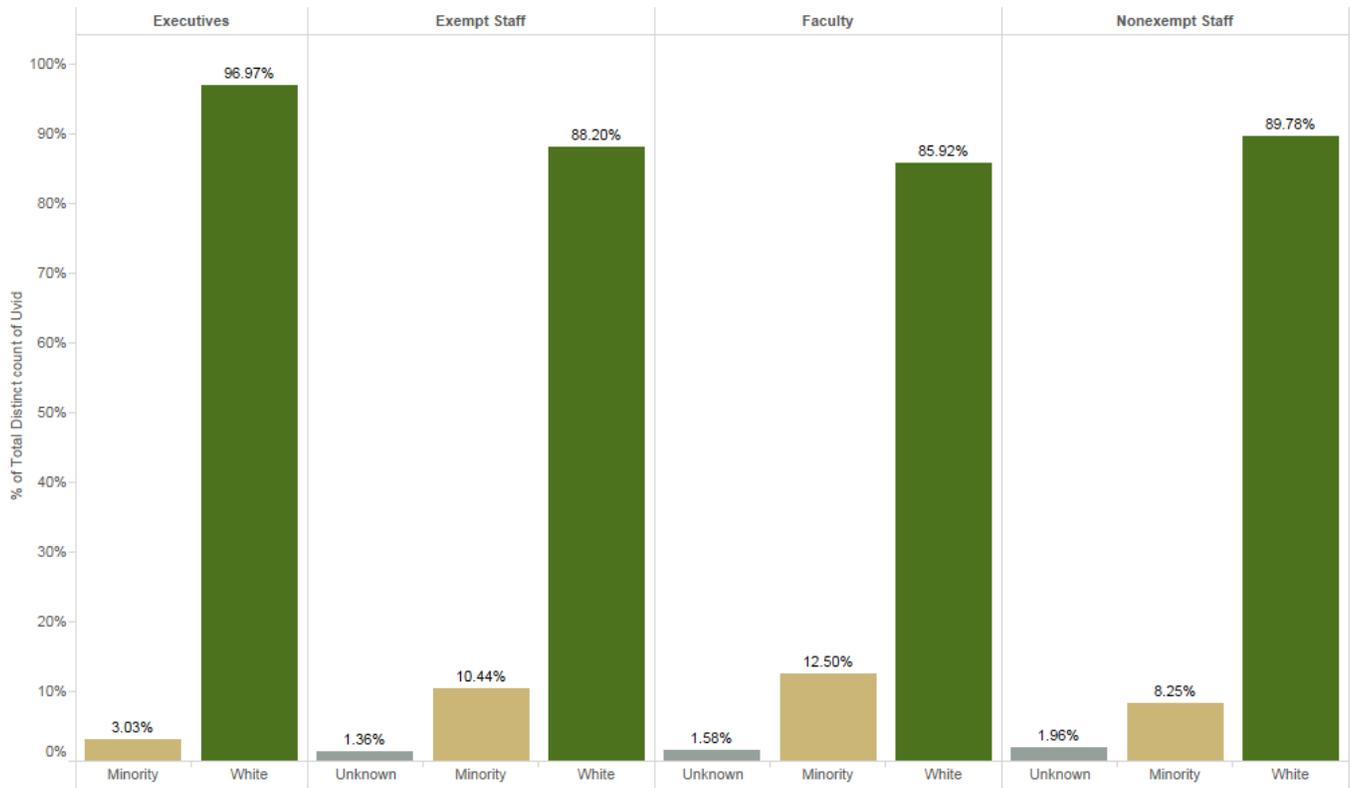
The median age of UVU's faculty is 50.8 years, executives is 52.7 years, and exempt/nonexempt staff is 42.3 years.



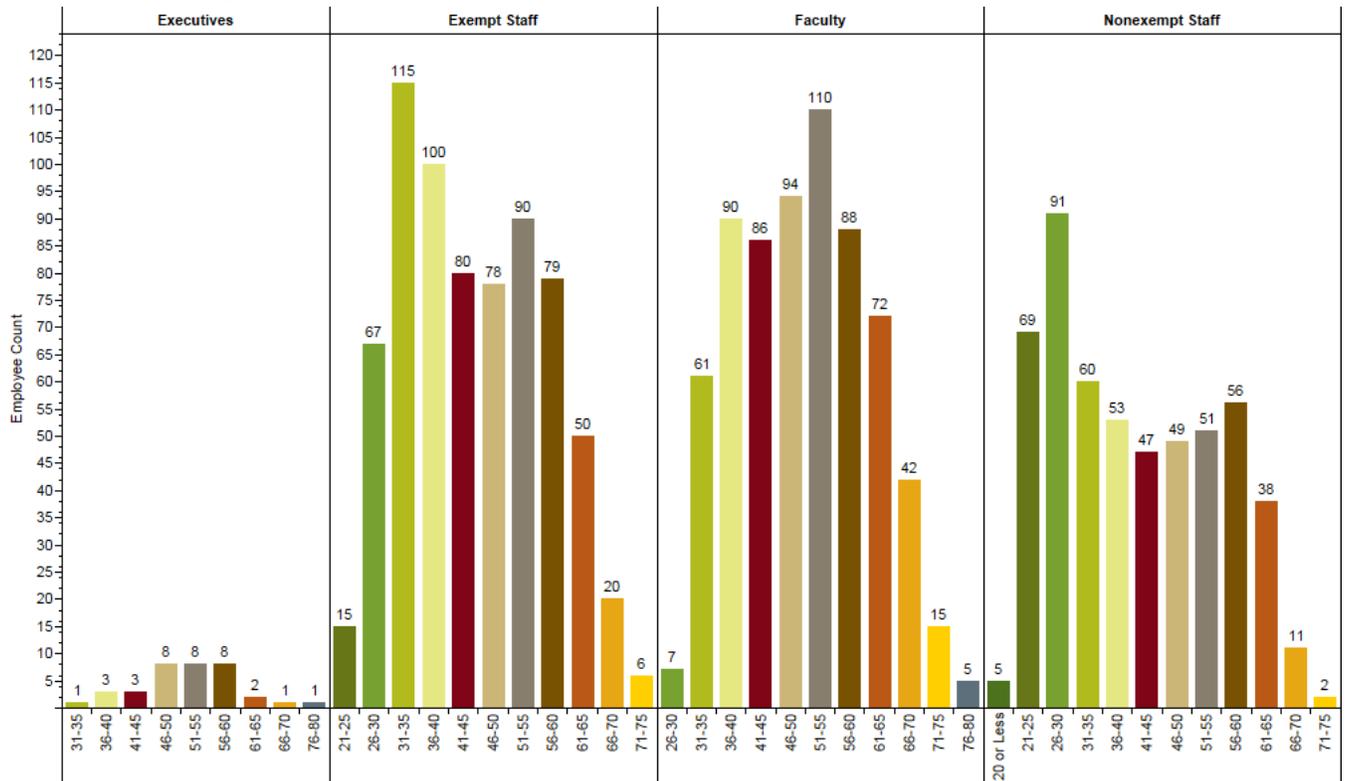
Gender % By Employee Classification (IPEDS Data)



2016 Full-Time Benefit Eligible Primary Race (2016 IPEDS Data)

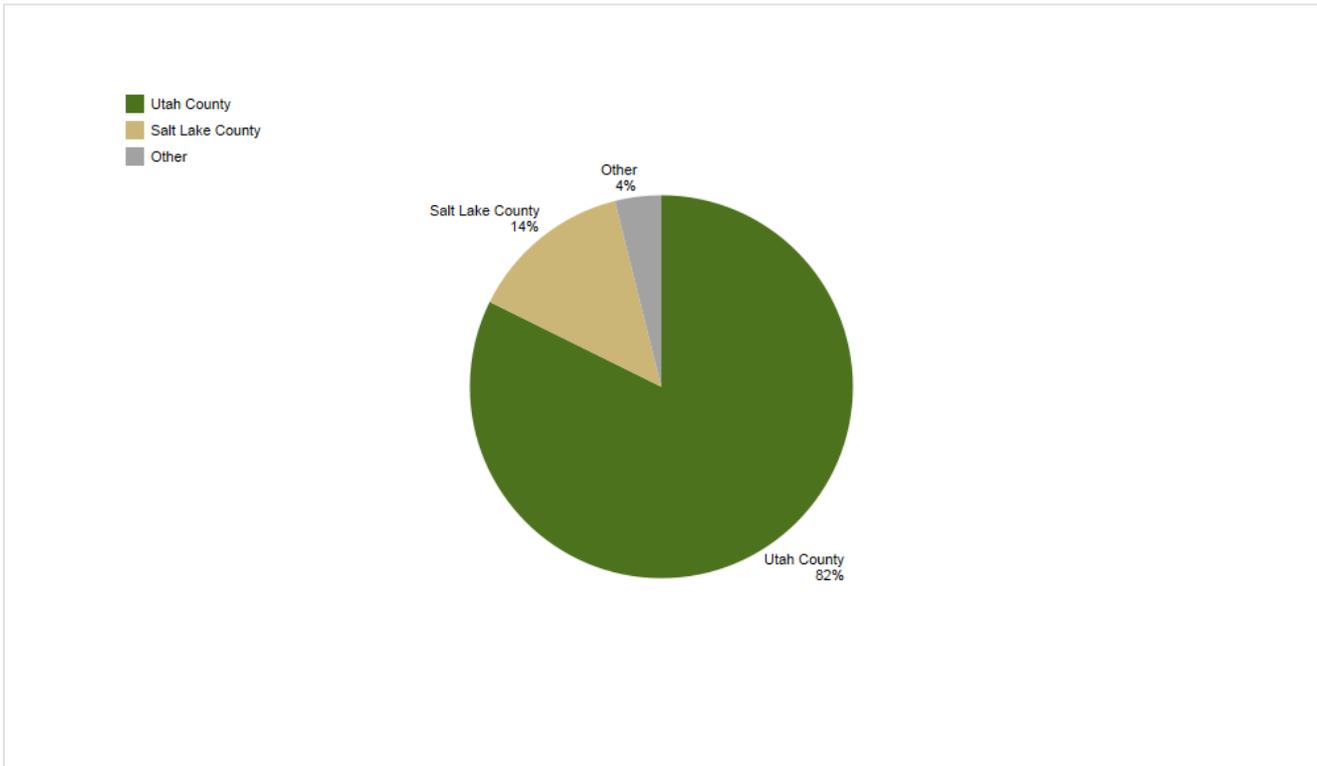


Full-Time Employee Age Distribution (Data as of 11/18/2016)



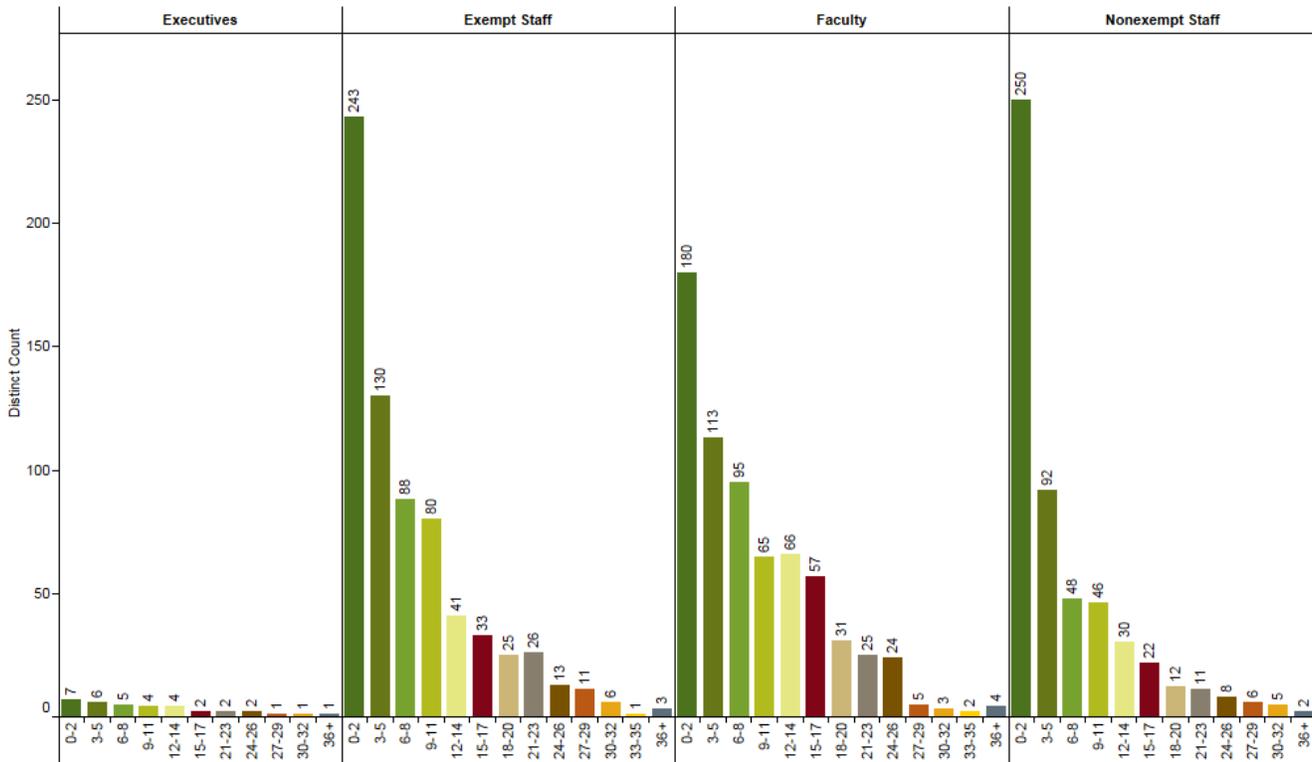
FULL-TIME EMPLOYEE GEOGRAPHIC DISTRIBUTION

Full-Time Employee Geographic Distribution (Data as of 11/29/2016)



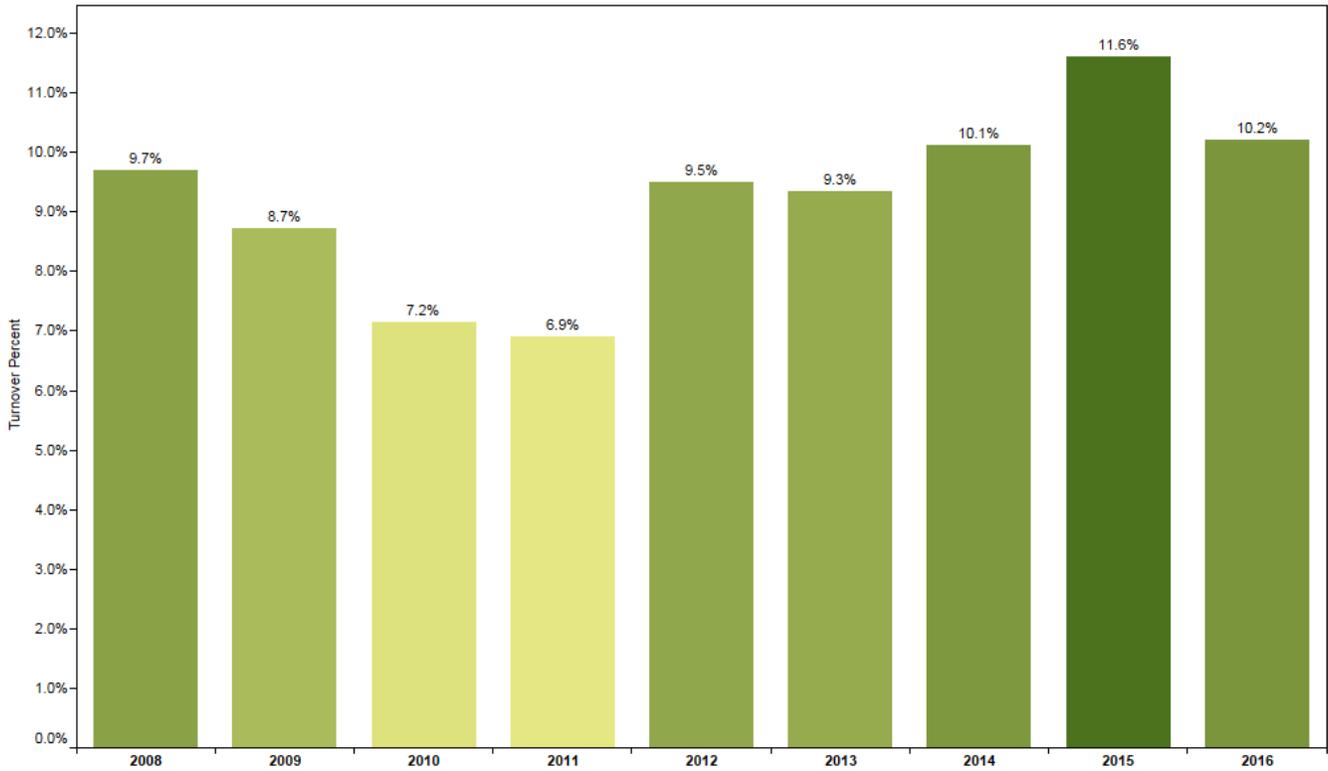
FULL-TIME EMPLOYEE AVERAGE YEARS OF SERVICE

Full-Time Employee Years of Service (Data as of 11/18/2016)

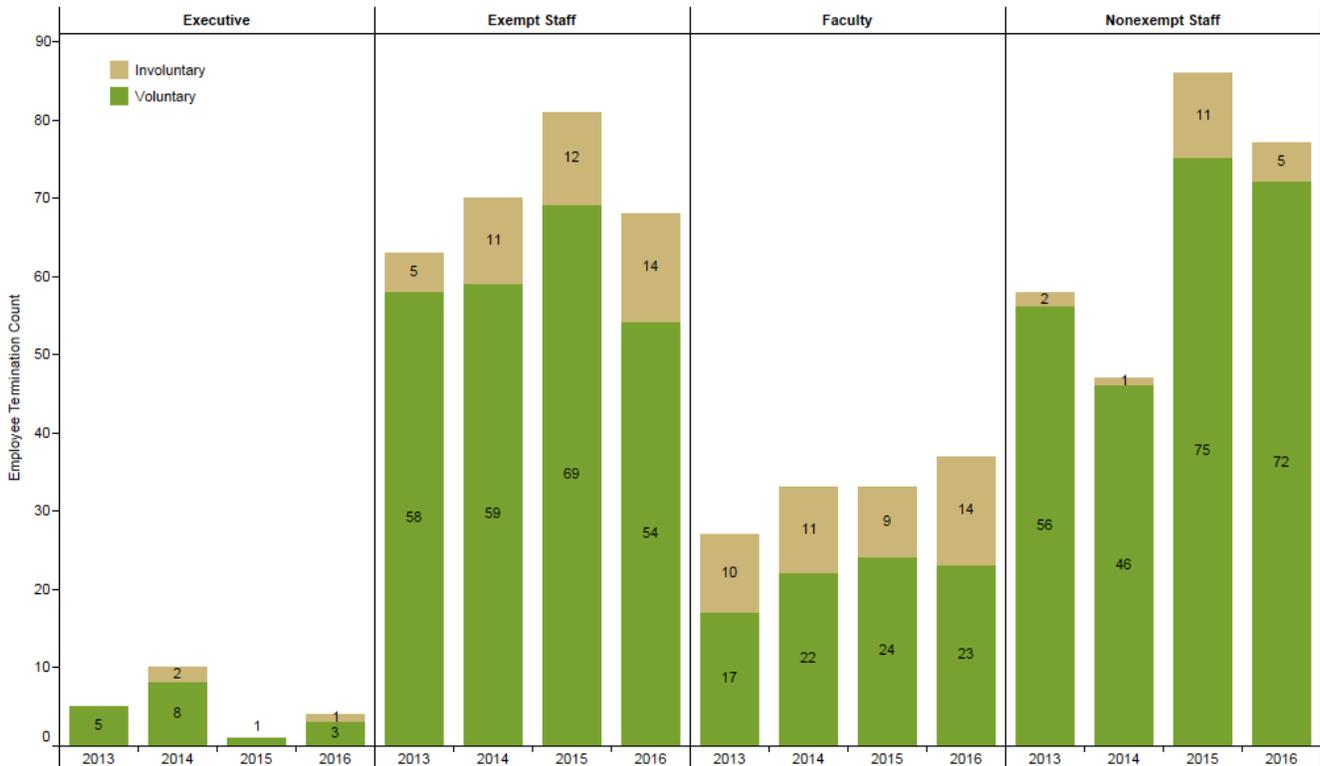


FULL-TIME EMPLOYEE TURNOVER

Full-Time Turnover Ratio by Fiscal Year



Full-Time Employee Terminations (Fiscal Year Data)



EMPLOYEE COMPENSATION

In order to fulfill its mission, Utah Valley University strives to attract, develop, retain, and reward a highly qualified and diverse workforce. Within the boundaries of financial feasibility and sustainability, UVU's compensation strategies help the university: 1) Provide wages, salaries, and benefits, which are competitive within our appropriate labor markets; 2) Promote internal equity across diverse university functions; and 3) Ensure consistency in meeting compliance requirements while remaining flexible in responding to internal and external workforce changes. The University continually monitors relevant labor markets and implements compensation strategies to address compensation challenges.

In 2016, compensation continued to be at the top of the University's priority list with a firm commitment to improving salaries for University employees. The University implemented pay equity plans for both full-time faculty and staff while also providing across-the-board salary adjustments and merit pay programs within available resources. Part-time staff and Adjunct faculty also saw wage increases in 2016.

