

UVU PEOPLE
& CULTURE

ANNUAL REPORT 2024





MESSAGE FROM UVU'S VICE PRESIDENT OF PEOPLE AND CULTURE

Utah Valley University is a place for employees. Full-time, part-time, faculty, or staff, every member of our campus community is welcome for who they are. Reflecting on the past year, I am proud and grateful for the progress we've made in building a vibrant, inclusive, and supportive community at UVU.

While this report contains numerical data and statistics, we are committed to the principle that "behind every number is a person" (António Guterres). Our objective is to recruit and retain a diverse team composed of the most talented individuals at UVU. This annual report for the UVU Board of Trustees summarizes key data about the UVU workforce, comparing IPEDS information and CUPA peer groups. It primarily covers full-time, benefits-eligible UVU employees, but also includes summary data for part-time and student employees.

The five-year comparison detailed in this report highlights significant increases attributable to the COVID-19 decline in 2020. UVU moved to the third-largest employer among the top 20 employers in Utah County and ranks as the 17th-largest employer in Utah. The total employee headcount stands at 6,070, reflecting a 19.91% increase compared to 2020 and the most employees we have had to date. Overall salaries have risen by 18% since 2020. Although there was a slight increase in medical plan premiums in 2024, we successfully maintained a \$0 premium on our PVC High-Deductible Health Plan.

As we look ahead, I am confident that our ongoing focus on people and culture will drive us to new heights. Together, we will continue to build a more inclusive, supportive, and thriving university community by emphasizing exceptional care, exceptional accountability, and exceptional results.

Marilyn Meyer

VICE PRESIDENT OF PEOPLE AND CULTURE
UTAH VALLEY UNIVERSITY



AWARDS AND ACCOMPLISHMENTS

UVU is the **THIRD-LARGEST EMPLOYER** in Utah County and the 17th-largest employer in Utah.

<https://jobs.utah.gov/wi/data/library/firm/majoremployers.html>

For the ninth year in a row, UVUFit, UVU's employee wellness program, was awarded the **HEALTHY WORKSITE AWARD** by the Utah Worksite Wellness Council.

HIRING TOOLKIT: An intensive start-to-finish guide to filling a position was published.

UVU's Office of Inclusion and Diversity was restructured and rebranded to the Office of Institutional Engagement and Effectiveness. Student Affairs restructured several departments to provide services to all students. This helped us align with the passage of **HB 261** by the Utah Legislature.

EMPLOYEE COMPOSITION

EMPLOYEE HEADCOUNT IPEDS DATA 2024



2020 numbers were lower due to COVID-19, resulting in a higher five-year growth rate.



Full-time staff ↑ 12% increase from 2020	2024: 1,566 2020: 1,401
Part-time staff ↑ 7% increase from 2020	2024: 791 2020: 742
Full-time faculty ↑ 7% increase from 2020	2024: 809 2020: 753
Part-time faculty ↑ 29% increase from 2020	2024: 1,260 2020: 974
Student employees ↑ 38% increase from 2020	2024: 1,644 2020: 1,192

EMPLOYEE DEMOGRAPHICS

RACE AND ETHNICITY RATIO 2024



GENDER RATIO 2024



UTAH COUNTY COMPARISON



Population estimates, July 1, 2023, <https://www.census.gov/quickfacts/fact/table/utahcountyutah/PST045224>

IPEDS DATA: UVU FULL-TIME EMPLOYEES, STUDENTS,
AND FULL-TIME FACULTY COMPARISON

All Full-Time
Employees by Year

2023
White: _____ 82.11%
Race/ethnicity unknown: _ 2.22%
Hispanic or Latino: _____ 6.19%
Asian: _____ 2.99%
All other races/ethnicities: 6.49%

2019
White: _____ 84.53%
Race/ethnicity unknown: _ 2.71%
Hispanic or Latino: _____ 4.86%
Asian: _____ 2.66%
All other races/ethnicities: 5.24%

Students Fall Term

2023
White: _____ 76.98%
Race/ethnicity unknown: _ 1.81%
Hispanic or Latino: _____ 12.51%
Asian: _____ 1.31%
All other races/ethnicities: 7.39%

2019
White: _____ 79.17%
Race/ethnicity unknown: _ 0.92%
Hispanic or Latino: _____ 11.77%
Asian: _____ 1.33%
All other races/ethnicities: 6.82%

Full-Time
Faculty by Year

2023
White: _____ 80.27%
Race/ethnicity unknown: _ 3.82%
Hispanic or Latino: _____ 3.33%
Asian: _____ 6.29%
All other races/ethnicities: 6.29%

2019
White: _____ 82.98%
Race/ethnicity unknown: _ 3.46%
Hispanic or Latino: _____ 3.59%
Asian: _____ 4.79%
All other races/ethnicities: 5.19%

CUPA HR COMPARISON GROUP DATA

FTE HR Staff per
100 FTE Staff

2023
Peer mean: _____ 1.91 (-23%)
Peer median: _____ 1.65 (+4%)
UVU: _____ 1.95 (+47%)

2019
Peer mean: _____ 2.49
Peer median: _____ 1.58
UVU: _____ 1.33

FTE HR Staff per
100 FTE Faculty

2023
Peer mean: _____ 3.17 (-17%)
Peer median: _____ 2.63 (+6%)
UVU: _____ 2.65 (+33%)

2019
Peer mean: _____ 3.82
Peer median: _____ 2.48
UVU: _____ 2.00

FTE HR Staff per
100 FTE Students

2023
Peer mean: _____ 0.21 (0%)
Peer median: _____ 0.16 (+7%)
UVU: _____ 0.13 (+63%)

2019
Peer mean: _____ 0.21
Peer median: _____ 0.15
UVU: _____ 0.08

153 institution base peer group \$150M-\$400M

IPEDS DATA: USHE FULL-TIME EMPLOYEES, STUDENTS,
AND FULL-TIME FACULTY COMPARISON

All Full-Time
Employees by Year

2023
White: _____ 74.04%
Race/ethnicity unknown: _ 4.79%
Hispanic or Latino: _____ 7.69%
Asian: _____ 5.48%
All other races/ethnicities: _ 8.0%

2019
White: _____ 76.86%
Race/ethnicity unknown: _ 5.69%
Hispanic or Latino: _____ 6.06%
Asian: _____ 4.90%
All other races/ethnicities: 6.49%

Students Fall Term

2023
White: _____ 70.33%
Race/ethnicity unknown: _ 4.01%
Hispanic or Latino: _____ 12.43%
Asian: _____ 2.83%
All other races/ethnicities: 10.4%

2019
White: _____ 71.87%
Race/ethnicity unknown: _ 4.04%
Hispanic or Latino: _____ 11.72%
Asian: _____ 2.81%
All other races/ethnicities: 9.56%

Full-Time
Faculty by Year

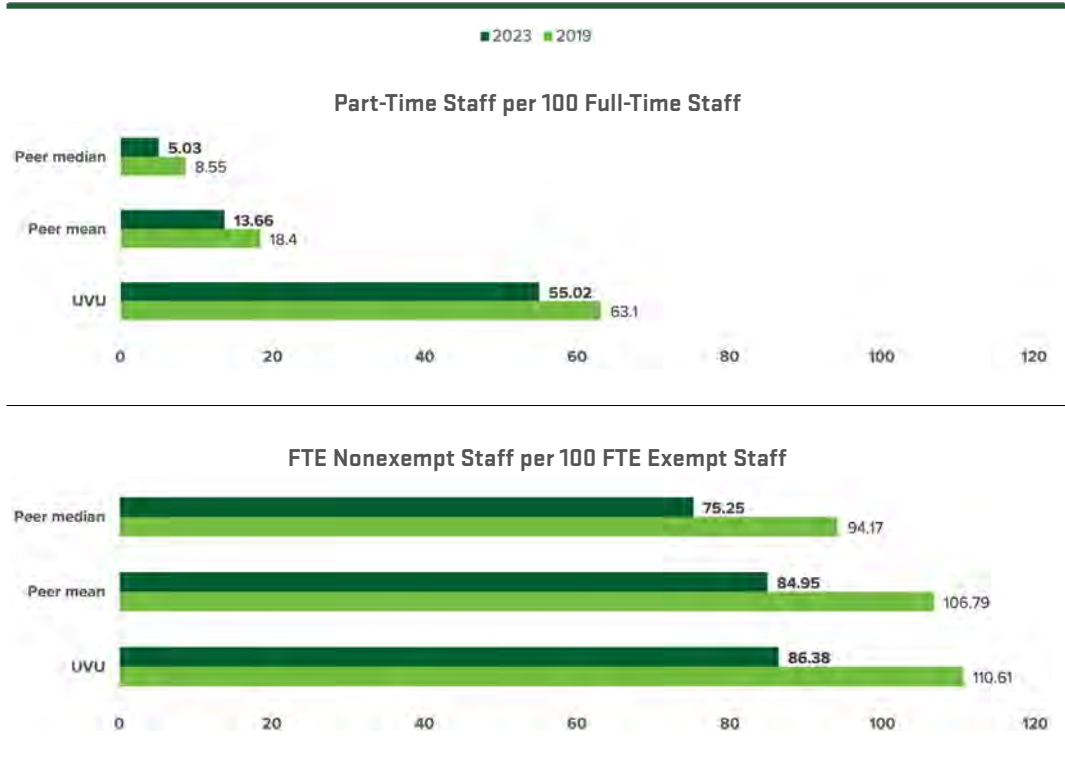
2023
White: _____ 76.79%
Race/ethnicity unknown: _ 4.48%
Hispanic or Latino: _____ 4.84%
Asian: _____ 7.99%
All other races/ethnicities: 5.90%

2019
White: _____ 78.36%
Race/ethnicity unknown: _ 6.54%
Hispanic or Latino: _____ 3.79%
Asian: _____ 6.69%
All other races/ethnicities: 4.63%

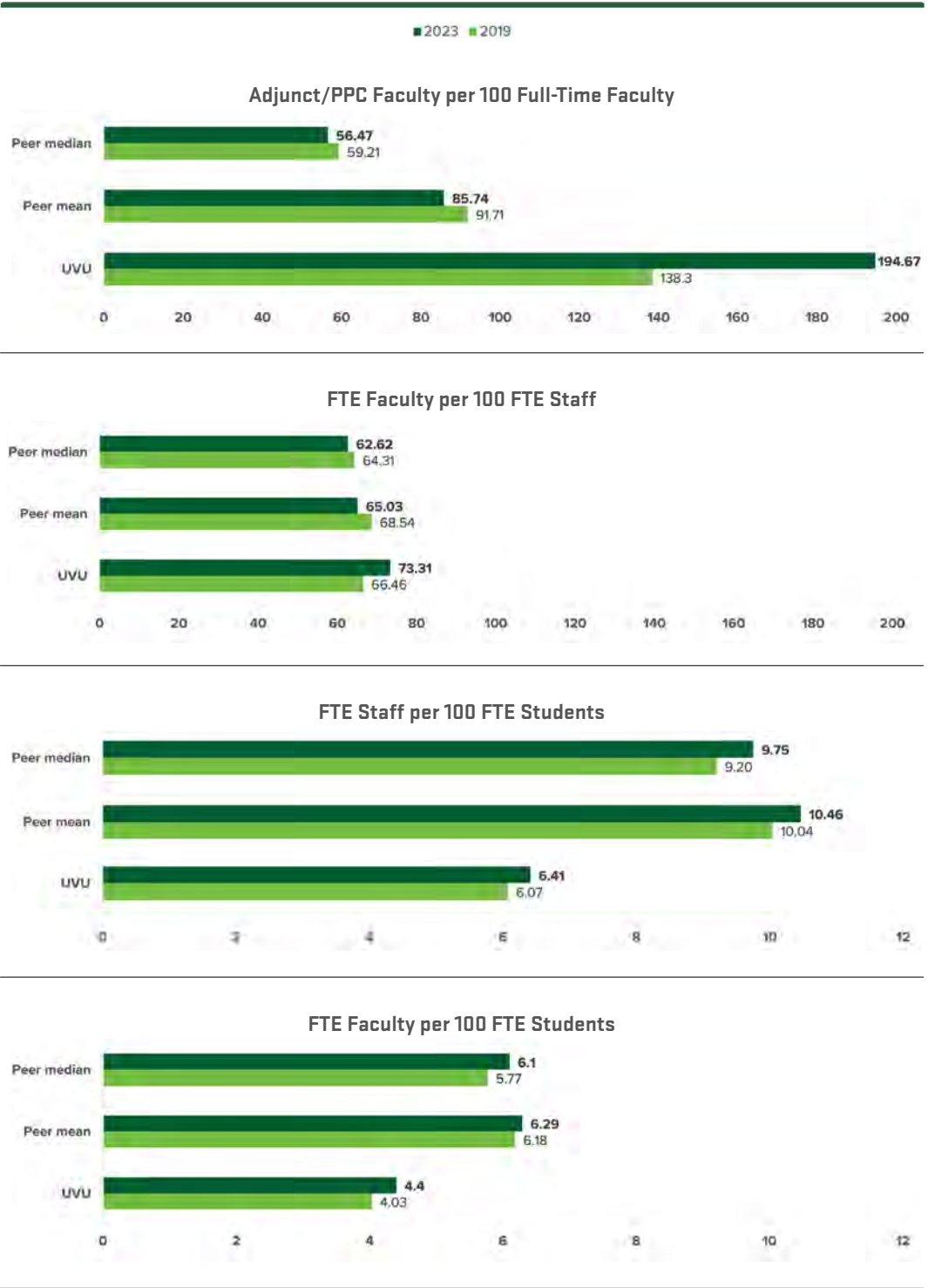
Data compiled using the most recent information available from the College and University Professional Association (CUPA) and the Integrated Postsecondary Education Data System (IPEDS).



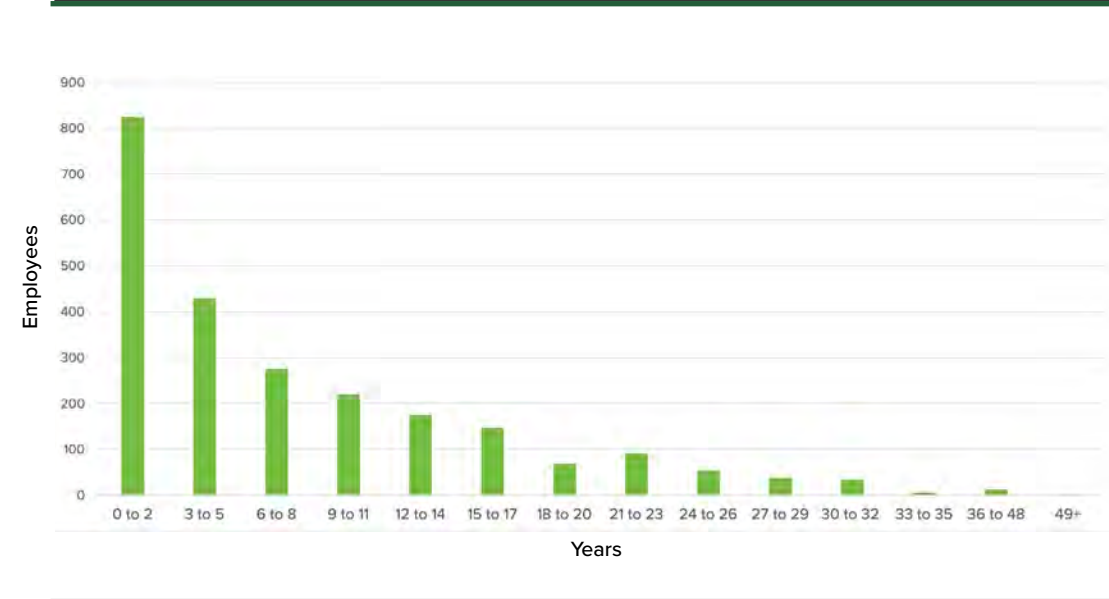
CUPA STAFF RATIO COMPARISONS



CUPA DATA COMPARISON TO PEER UNIVERSITIES



FULL-TIME EMPLOYEES BY YEARS OF SERVICE



FULL-TIME EMPLOYEE AGE DISTRIBUTION BY CLASSIFICATION

AGE	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF
20 or less	0	0	0	4
21-30	0	161	10	187
31-40	1	245	178	105
41-50	16	261	248	111
51-60	14	199	213	89
61-70	6	100	136	57
71-90	0	9	24	2

FULL-TIME EMPLOYEE DISTRIBUTION BY CLASSIFICATION

COUNTY	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF
UTAH COUNTY	84.21%	84.43%	71.38%	93.01%
SALT LAKE COUNTY	13.16%	11.68%	24.91%	2.94%
OTHER	2.63%	3.89%	3.72%	4.04%

FULL-TIME EMPLOYEE GEOGRAPHIC DISTRIBUTION

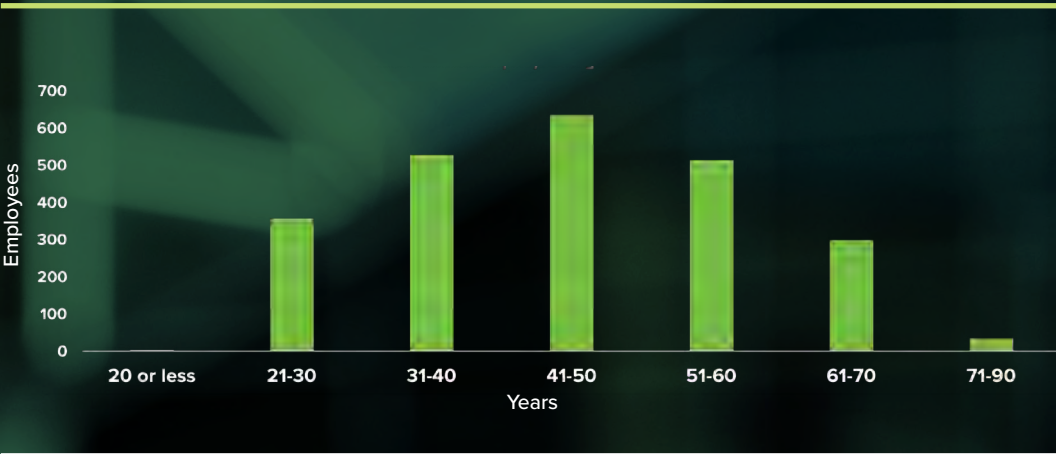


82%
Utah County

14%
Salt Lake County

4%
Other

FULL-TIME EMPLOYEE AGE DISTRIBUTION



COMPENSATION

FULL-TIME EMPLOYEE MEDIAN SALARY BY CLASSIFICATION



Average salary

↑ **18%** increase from 2020

2024: \$69,654 2020: \$57,314

Executives

↑ **22%** increase from 2020

2024: \$186,864 2020: \$144,830

Exempt Staff

↑ **18%** increase from 2020

2024: \$68,445 2020: \$55,950

Faculty

↑ **19%** increase from 2020

2024: \$88,058 2020: \$70,925

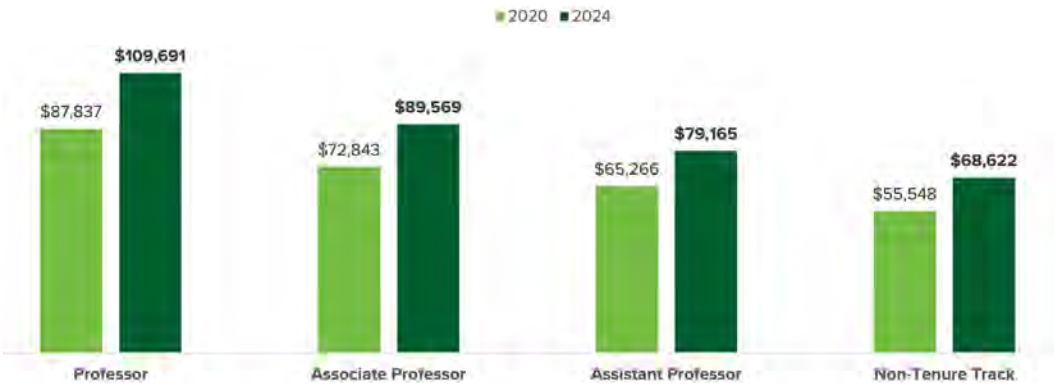
Nonexempt Staff

↑ **21%** increase from 2020

2024: \$47,075 2020: \$37,363

Salaries as of July 1, 2024

FULL-TIME FACULTY MEDIAN SALARY BY RANK



TERMINATION

TERMINATION RATIOS 2024

Full-time employee

2024: 12.4%

2020: 10.1%

Faculty

2024: 7.5%

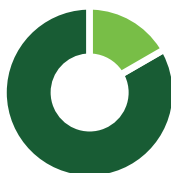
2020: 7.73%

Staff

2024: 14.73%

2020: 11.28%

VOLUNTARY VS INVOLUNTARY TERMINATIONS



84% voluntary
(245 employees)

16% involuntary
(48 employees)

REASON FOR TERMINATION

REASON OF TERMINATION	STAFF	FACULTY
Accepted other employment	43.81%	23.33%
Personal (work-life, personal, moving)	23.45%	21.67%
Regular retirement	7.08%	16.67%
End of temporary assignment/contract	1.33%	10%
Attend school full time	1.33%	0%
Released for cause	3.10%	1.67%

GENDER RATIO

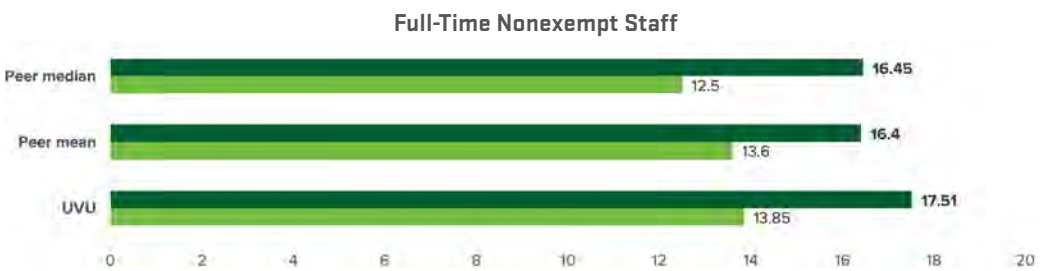
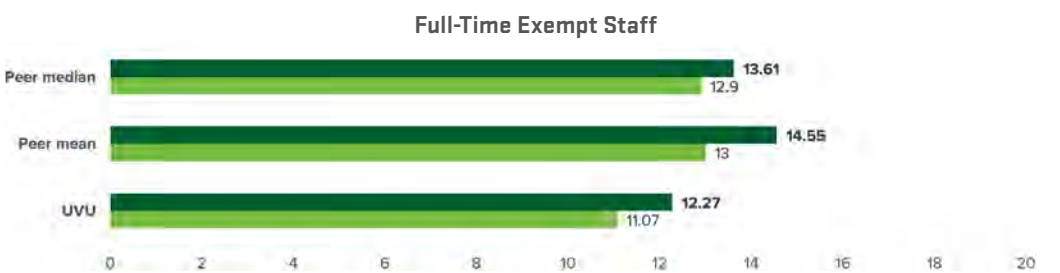
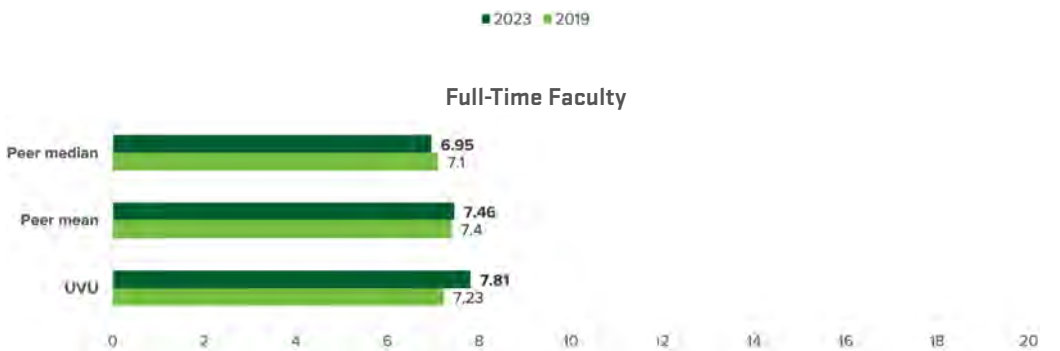


53%
men



47%
women

CUPA COMPARISON: NUMBER OF TERMINATIONS/NUMBER OF EMPLOYEES

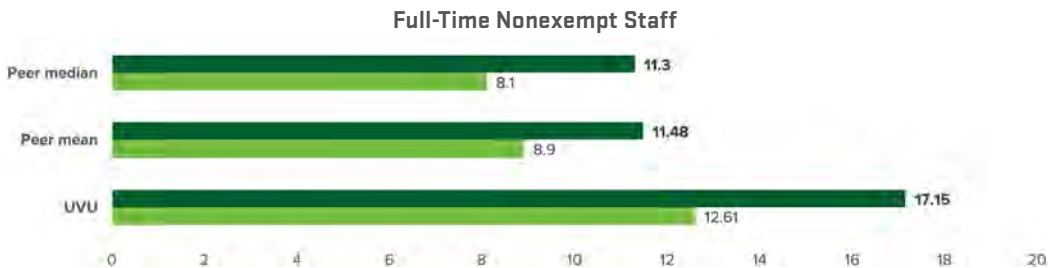


CUPA DATA COMPARISON: ANNUAL VOLUNTARY AND INVOLUNTARY TURNOVER RATES

Annual voluntary turnover rates

(Number of voluntary terminations not due to retirement/number of employees)

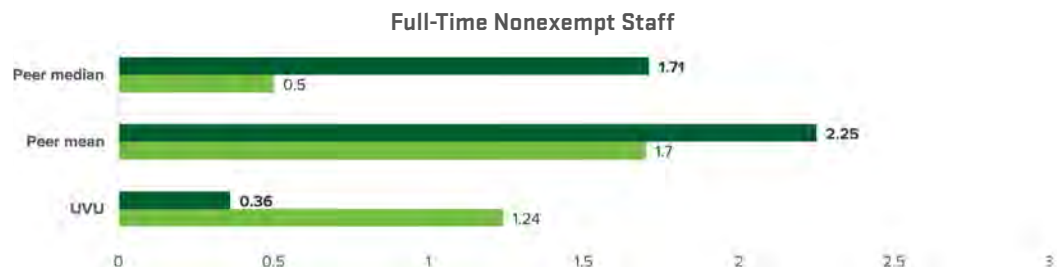
2023 2019



Annual involuntary turnover rates

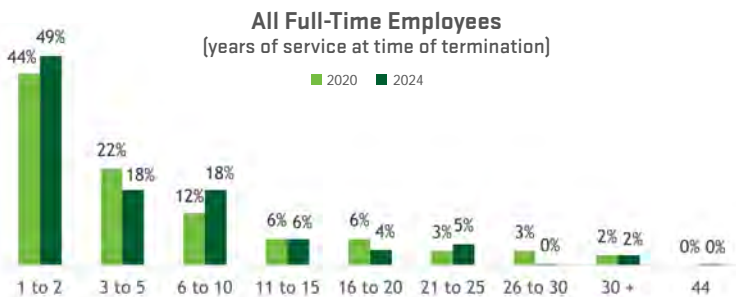
(Number of involuntary terminations/number of employees)

2023 2019



5.79
average years
of service

for full-time
employees at the
time of termination



BENEFITS

At UVU, we are committed to delivering exceptional care in academics and to our valued employees. We take pride in offering a benefits package tailored to our workforce's diverse needs.

MEDICAL PLANS

Although plan premiums saw minimal increases, the university still maintained the Preferred ValueCare (PVC) High-Deductible Health Plan with a \$0 premium.



90% of benefits-eligible employees are enrolled in one of UVU's medical plans.



53%
in the Traditional
Health Plan

47%

in the High-Deductible Health Plan (HDHP)
reflecting a 2% increase in HDHP enrollment compared to last year

Coverage tier distribution remains largely consistent with last year:

Individual coverage:
32% (31% in 2023)

Two-party coverage:
21% (21% in 2023)

Family coverage:
47% (48% in 2023)



63%
have selected the Participating (PAR)
Network, providing access to a larger
network of hospitals and providers.



COVERAGE CHANGES

Regence BlueCross BlueShield was chosen through the RFP process to continue administering UVU's medical plan and to oversee pharmacy and dental plan administration. In addition, EyeMed Vision Care was selected to replace UHC Vision as UVU's supplemental vision provider.

UVU also updated administrative vendor partnerships, as outlined below:

- **Omada Health:** Diabetes and hypertension management program for individuals with type 1 or type 2 diabetes and/or hypertension.
- **ComPsych EAP:** Employee Assistance Program offering up to eight (8) free counseling sessions per new event (for each household member), along with additional lifestyle and well-being services.
- **Amazon MedsYourWay:** Mail-order home delivery service for maintenance and preventive prescriptions.
- **BenefitHub:** Employee discount program offering local and nationwide discounts.



UVUFIT

UVU's award-winning employee wellness program, UVUFit, supports employees in improving their health and maintaining a healthier lifestyle and well-being.

In 2024, of the 2,137 employees enrolled in UVU benefits, 675 (an increase from 632 last year) completed health assessments through Regence's wellness platform, Empower, which identified the **top three health disparities from the completed surveys:**

weight management
71%

cholesterol
66%

nutrition
46%

To help reduce these numbers, UVUFit offers program participants a variety of activities, challenges, and webinars to choose from.



UVUFIT
Employee Wellness Incentive Program

PROFESSIONAL DEVELOPMENT



2,385 employees participated
in professional development through People & Culture

COST PER EMPLOYEE

\$139.83
average spent per employee
(8.6% increase from 2023)

\$333,503
total spent for all employees

Includes the cost of LinkedIn Learning, UVULearn, UVUDevelop, UVULead, CCW, People and Culture trainings, Summer University, and UVSELF.

GENDER RATIO

 **41%**
men

 **59%**
women

HIRING



55 average days to fill a position
ranging from 40-90 days, a 14% decrease from 2023

RETENTION



8.14 average years of service
for full-time employees, with an average of 4.73 years in a position for full-time employees

AVERAGE YEARS OF SERVICE

women	men	white	non-white
7.31 years	8.9 years	8.45 years	6.94 years

