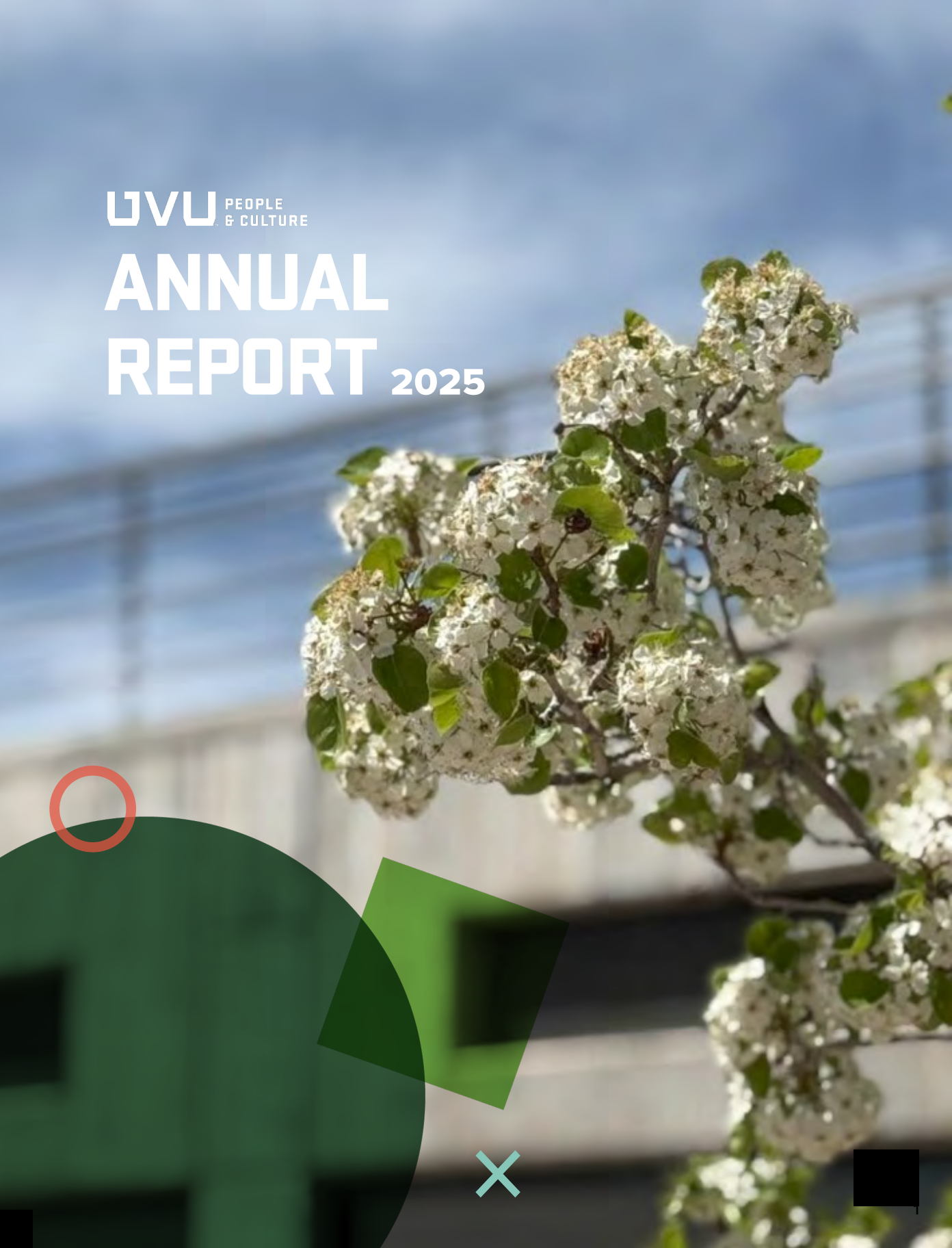
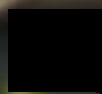


UVU PEOPLE
& CULTURE

ANNUAL REPORT 2025





MESSAGE FROM UVU'S VICE PRESIDENT OF PEOPLE AND CULTURE

Over the past year, People & Culture has remained focused on sustaining a strong, supported, and future-ready workforce while continuing to balance fiscal responsibility, employee well-being, and institutional priorities.

We also continued to invest in employee growth and retention through meaningful professional development opportunities. Initiatives such as AI in Action advanced ethical and responsible use of artificial intelligence across roles, while the UVUMentor program strengthened mentoring relationships, leadership development, and institutional connection with employees.

The five-year comparison detailed in this report shows an 18.99% increase in employees, with the largest increase being 46.04% in part-time faculty and the smallest in full-time faculty at 3.62%. The total employee headcount stands at 6,123, the highest we have had to date. Overall, the median full-time salaries have risen by 17% since 2021. UVU moved to the fourth-largest employer among the top 20 employers in Utah County and still ranks as the 17th-largest employer in Utah.

Despite rising healthcare costs nationwide, UVU absorbed increases while maintaining a zero-premium high-deductible health plan, ensuring continued access to affordable healthcare options for employees and their families. This reflects our ongoing commitment to both financial stewardship and employee well-being.

Following the tragic shooting of Charlie Kirk on September 10, 2025, People & Culture prioritized the needs of employees during a period of collective trauma. We expanded access to mental health and counseling resources, emphasized flexible work arrangements, and provided sustained, care-centered communications to support healing, resilience, and recovery across the workforce.

As we reflect on this year, the resilience of UVU's employees stands out as one of the university's greatest strengths. Even in the face of significant challenges, our workforce demonstrated adaptability, compassion, and commitment to our mission. Looking ahead, People & Culture remains focused on supporting a healthy, engaged, and future-ready workforce—one that is equipped to navigate change, lead with care, and continue advancing UVU as a place where people and students thrive together.

Marilyn Meyer

VICE PRESIDENT OF PEOPLE AND CULTURE
UTAH VALLEY UNIVERSITY

AWARDS AND ACCOMPLISHMENTS



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

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

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

People & Culture, in partnership with DX, transitioned key employee applications and data extracts to a **NEW PLATFORM**, strengthening operational continuity and data sustainability.

In response to the campus shooting on September 10, UVU prioritized **EMPLOYEE WELL-BEING** by expanding mental health support, increasing access to counseling resources, and offering flexible work options to support healing, resilience, and recovery across.

UVU advanced the responsible adoption of AI by launching the **AI IN ACTION PROGRAM**, equipping employees with the knowledge and skills to use AI ethically, responsibly, and effectively.

UVU advanced employee development and engagement by launching the **UVUMENTOR PROGRAM**, creating structured employee mentoring relationships that support professional growth, strengthen institutional connection, and build leadership capacity.



EMPLOYEE COMPOSITION

EMPLOYEE HEADCOUNT IPEDS DATA 2025



2021 numbers were lower coming out of COVID-19, resulting in a higher five-year growth rate.



Full-time staff
↑ **11.5%** increase from 2021 | 2025: 1,573 | 2021: 1,411

Part-time staff
↑ **8.2%** increase from 2021 | 2025: 815 | 2021: 753

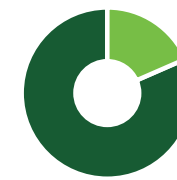
Full-time faculty
↑ **3.6%** increase from 2021 | 2025: 802 | 2021: 774

Part-time faculty
↑ **46%** increase from 2021 | 2025: 1310 | 2021: 897

Student employees
↑ **23.8%** increase from 2021 | 2025: 1623 | 2021: 1311

EMPLOYEE DEMOGRAPHICS

RACE AND ETHNICITY RATIO 2025



80% **white**
(5,261 employees)

20% **non-white**
(1,323 employees)

White: **83%**
Hispanic/Latino/Latina: **6%**
Other races/ethnicities: **4%**
Asian: **4%**
Unknown: **4%**

GENDER RATIO 2025



52% **male**
(3,161 employees)

48% **female**
(2,962 employees)
(Other: 2 employees)

UTAH COUNTY COMPARISON

77% **white** **23%** **non-white** **49%** **female**



Population estimates, July 1, 2025, <https://www.census.gov/quickfacts/fact/table/utahcountyutah/PST045225>

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

All Full-Time Employees by Year	Students Fall Term	Full-Time Faculty by Year
2024 White: 82.02% Race/ethnicity unknown: 2.15% Hispanic or Latino: 6.19% Asian: 3.03% All other races/ethnicities: 3.03% 2020 White: 84.4% Race/ethnicity unknown: 2.46% Hispanic or Latino: 5.06% Asian: 2.46% All other races/ethnicities: 5.39%	2024 White: 76.49% Race/ethnicity unknown: 1.49% Hispanic or Latino: 12.88% Asian: 1.32% All other races/ethnicities: 7.81% 2020 White: 79.45% Race/ethnicity unknown: 0.85% Hispanic or Latino: 11.61% Asian: 1.34% All other races/ethnicities: 6.76%	2024 White: 79.60% Race/ethnicity unknown: 3.46% Hispanic or Latino: 3.46% Asian: 6.67% All other races/ethnicities: 6.80% 2020 White: 83.27% Race/ethnicity unknown: 3.19% Hispanic or Latino: 3.19% Asian: 5.05% All other races/ethnicities: 5.31%

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

All Full-Time Employees by Year	Students Fall Term	Full-Time Faculty by Year
2024 White: 73.65% Race/ethnicity unknown: 4.25% Hispanic or Latino: 7.86% Asian: 5.68% All other races/ethnicities: 8.55% 2020 White: 77.06% Race/ethnicity unknown: 4.78% Hispanic or Latino: 6.41% Asian: 5.04% All other races/ethnicities: 6.71%	2024 White: 69.52% Race/ethnicity unknown: 3.90% Hispanic or Latino: 12.94% Asian: 2.84% All other races/ethnicities: 10.80% 2020 White: 72.65% Race/ethnicity unknown: 3.87% Hispanic or Latino: 11.54% Asian: 2.82% All other races/ethnicities: 9.11%	2024 White: 75.54% Race/ethnicity unknown: 4.27% Hispanic or Latino: 4.84% Asian: 8.40% All other races/ethnicities: 6.95% 2020 White: 79.32% Race/ethnicity unknown: 4.73% Hispanic or Latino: 3.95% Asian: 7.17% All other races/ethnicities: 4.83%

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

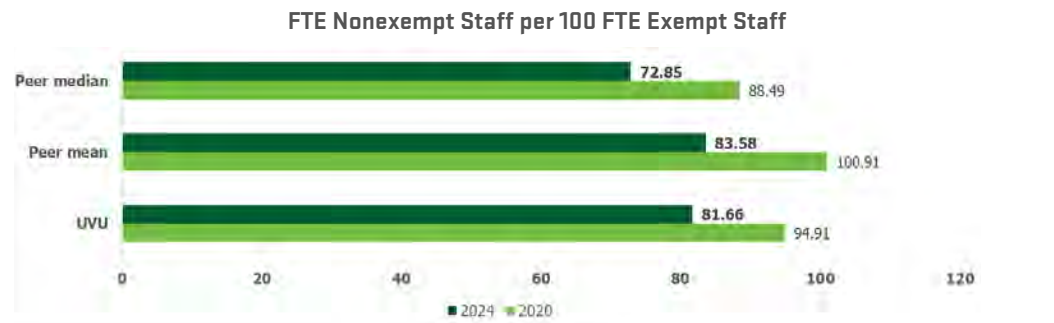
CUPA-HR COMPARISON GROUP DATA

FTE HR Staff per 100 FTE Staff	FTE HR Staff per 100 FTE Faculty	FTE HR Staff per 100 FTE Students
2024 Peer mean: 1.92 (+14%) Peer median: 1.71 (+8%) UVU: 2.19 (+48%) 2020 Peer mean: 1.68 Peer median: 1.58 UVU: 1.48	2024 Peer mean: 3.45 (+31%) Peer median: 2.77 (+12%) UVU: 2.92 (+30%) 2020 Peer mean: 3.82 Peer median: 2.48 UVU: 2.00	2024 Peer mean: 0.21 (+31%) Peer median: 0.16 (+14%) UVU: 0.14 (+56%) 2020 Peer mean: 0.16 Peer median: 0.14 UVU: 0.09

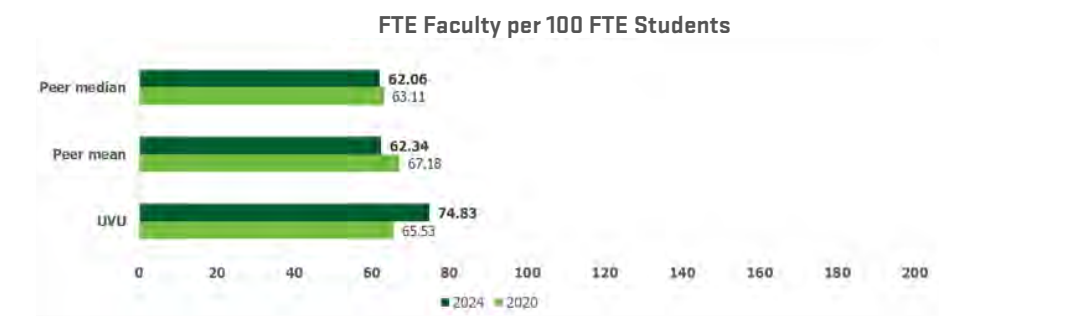
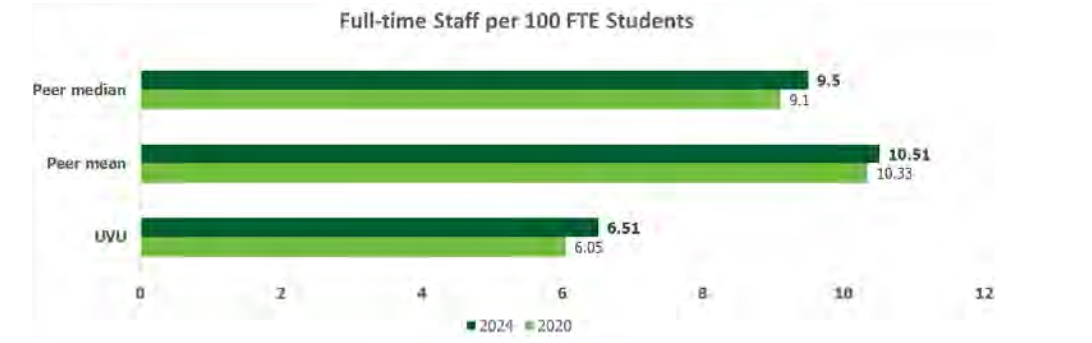
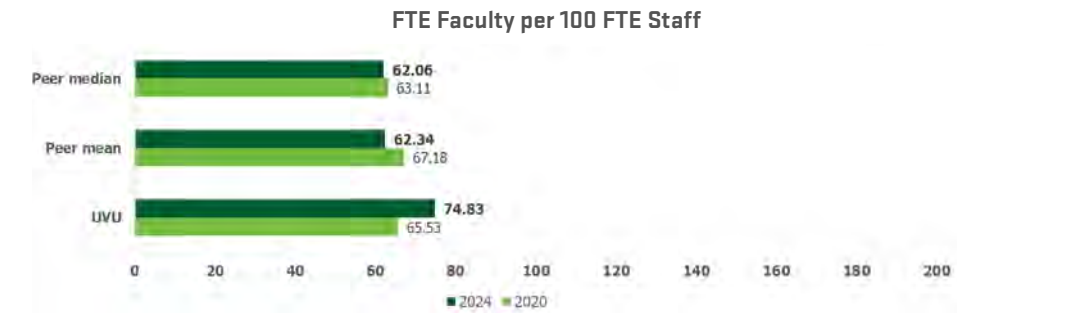
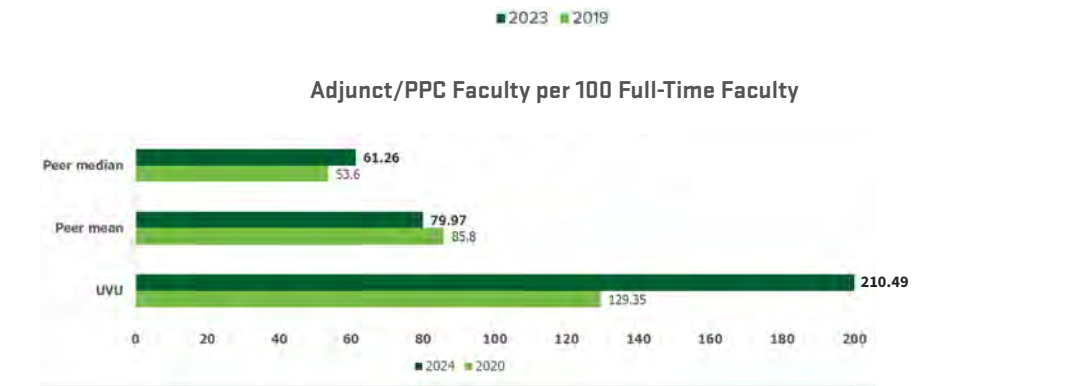
130 CUPA-HR Peer Institution Comparison Group



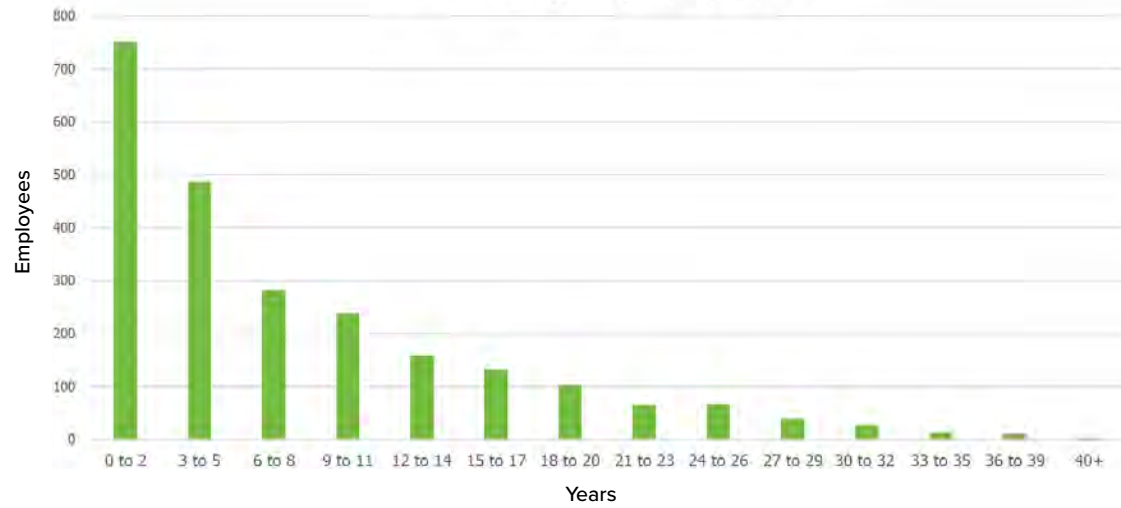
CUPA STAFF RATIO COMPARISONS



CUPA DATA COMPARISON TO PEER UNIVERSITIES



FULL-TIME EMPLOYEES BY YEARS OF SERVICE



FULL-TIME EMPLOYEE DISTRIBUTION BY CLASSIFICATION

COUNTY	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF
UTAH COUNTY	79.41%	84.46%	70.05%	92.35%
SALT LAKE COUNTY	17.65%	11.09%	25.62%	4.19%
OTHER	2.94%	4.46%	4.33%	3.46%

FULL-TIME EMPLOYEE GEOGRAPHIC DISTRIBUTION



81%
Utah County

14%
Salt Lake County

4%
Other

FULL-TIME EMPLOYEE AGE DISTRIBUTION BY CLASSIFICATION

AGE	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF
20 or less	0	0	0	6
21-30	0	167	11	175
31-40	1	251	170	109
41-50	16	271	255	107
51-60	12	199	216	89
61-70	7	95	126	54
71-90	0	9	24	5

FULL-TIME EMPLOYEE AGE DISTRIBUTION



COMPENSATION

FULL-TIME EMPLOYEE MEDIAN SALARY BY CLASSIFICATION



Average salary

↑ **17%** increase from 2021

2025: \$72,001 2021: \$59,790

Executives

↑ **19%** increase from 2021

2025: \$192,616 2021: \$155,119

Exempt Staff

↑ **18%** increase from 2021

2025: \$71,225 2021: \$58,311

Faculty

↑ **19%** increase from 2021

2025: \$90,784 2021: \$73,867

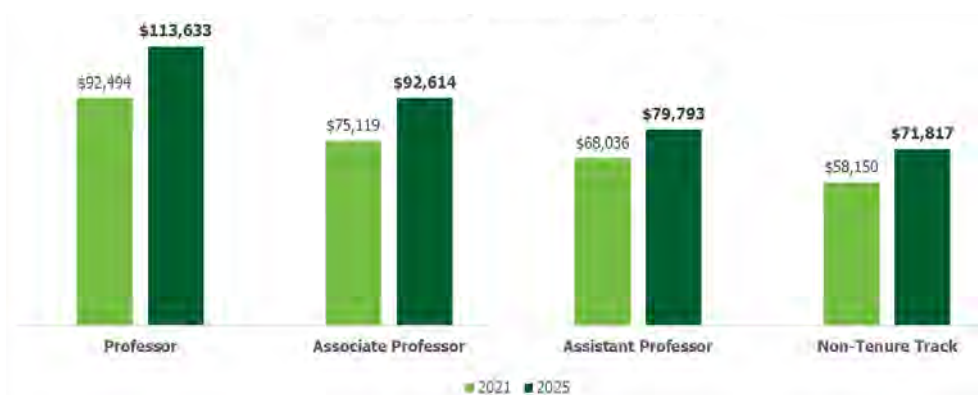
Nonexempt Staff

↑ **20%** increase from 2021

2025: \$48,810 2021: \$39,105

Salaries as of July 1, 2025

FULL-TIME FACULTY MEDIAN SALARY BY RANK



TERMINATION

TERMINATION RATIOS 2025

Full-time employee

2025: 12.6%

2021: 11.4%

Faculty

2025: 8.35%

2021: 6.96%

Staff

2025: 14.37%

2021: 13.52%

VOLUNTARY VS INVOLUNTARY TERMINATIONS



82% voluntary
(239 employees)

18% involuntary
(52 employees)

REASON FOR TERMINATION

REASON OF TERMINATION	STAFF	FACULTY
Accepted other employment	40.62%	25.37%
Personal (work-life, personal, moving)	32.15%	19.41%
Regular retirement	5.80%	25.37%
End of temporary assignment/contract	1.34%	1.49%
Attend school full time	3.57%	0%
Released for cause	8.04%	4.47%
Reduction in Staff	4.91%	7.46%

GENDER RATIO

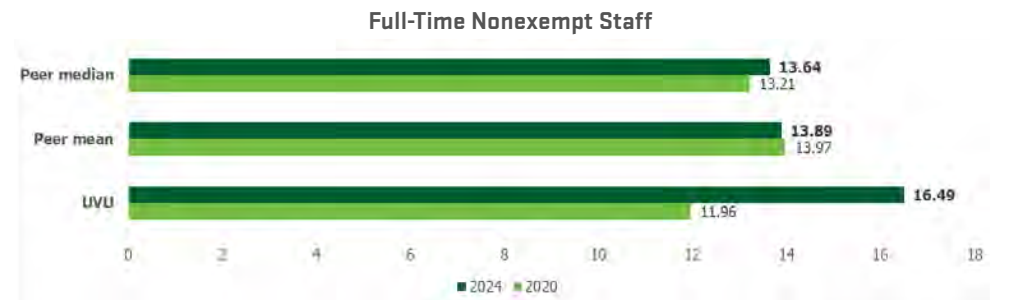


55% men



45% women

CUPA COMPARISON: NUMBER OF TERMINATIONS/NUMBER OF EMPLOYEES

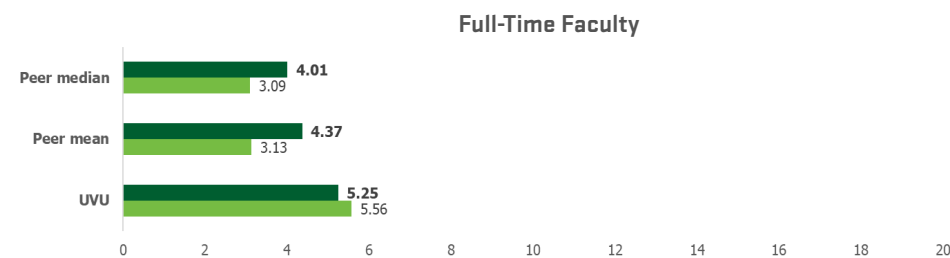
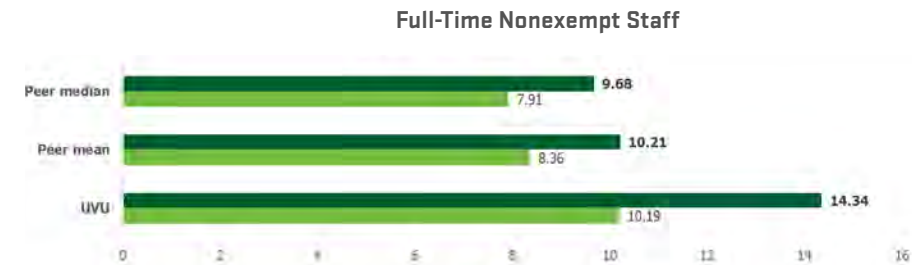


CUPA DATA COMPARISON: ANNUAL VOLUNTARY AND INVOLUNTARY TURNOVER RATES

Annual voluntary turnover rates

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

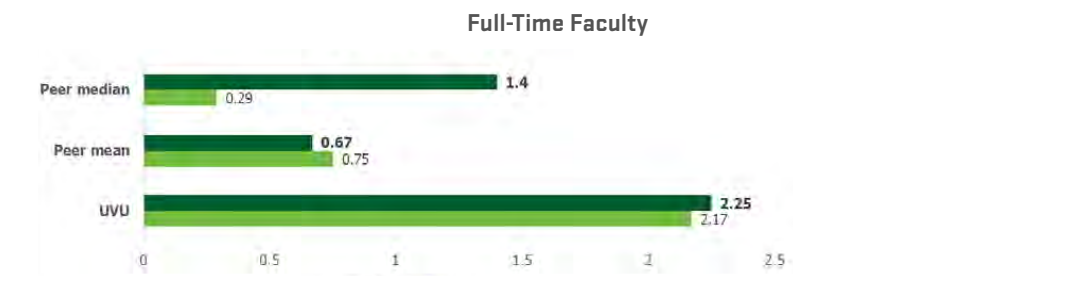
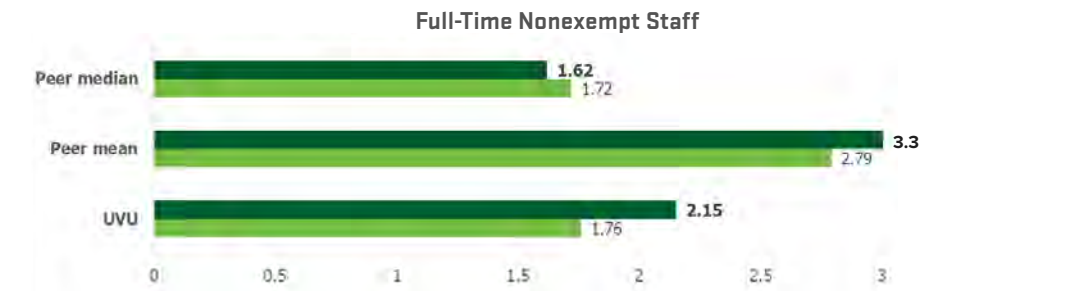
■ 2024 ■ 2020



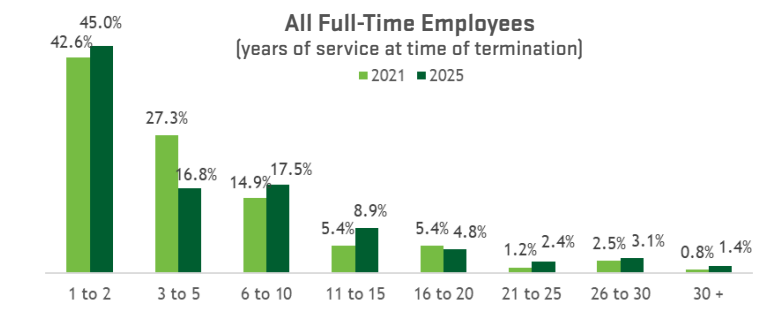
Annual involuntary turnover rates

(Number of involuntary terminations/number of employees)

■ 2024 ■ 2020



6.38
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

There were no increases to premiums, and the university continued to provide the Preferred ValueCare (PVC) High-Deductible Health Plan with a \$0 premium.



94% of benefits-eligible employees are enrolled in one of UVU’s medical plans.



51% in the Traditional Health Plan

49%

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

Coverage tier distribution remains consistent with last year:

Individual coverage:

32% (32% in 2025)

Two-party coverage:

21% (21% in 2025)

Family coverage:

47% (47% in 2025)



62% have selected the Participating (PAR) Network, providing access to a larger network of hospitals and providers. **38%** are enrolled in PCV network.



PLAN HIGHLIGHTS & CHANGES

A free **virtual physical therapy** option was added through Hinge Health.

Dental Plan: The two annual preventive cleanings were separated from the \$2,000 annual benefit maximum, enabling employees to use more of their allowance for additional dental care throughout the plan year. In addition, the orthodontic lifetime maximum has been increased from \$1,500 to \$2,000 per member.

Introduced **TimelyCare**, a virtual health and well-being platform, to UVU's part-time and adjunct faculty employees.



UVUFIT

UVU’s award-winning employee wellness program, UVUFit, supports employees in improving their health and overall well-being.

In 2025, 712 of the 2,205 employees enrolled in one of the UVU medical plans completed Health Assessments through Regence’s wellness platform, Empower, reflecting a 5.5% increase from 2024 (675 participants).



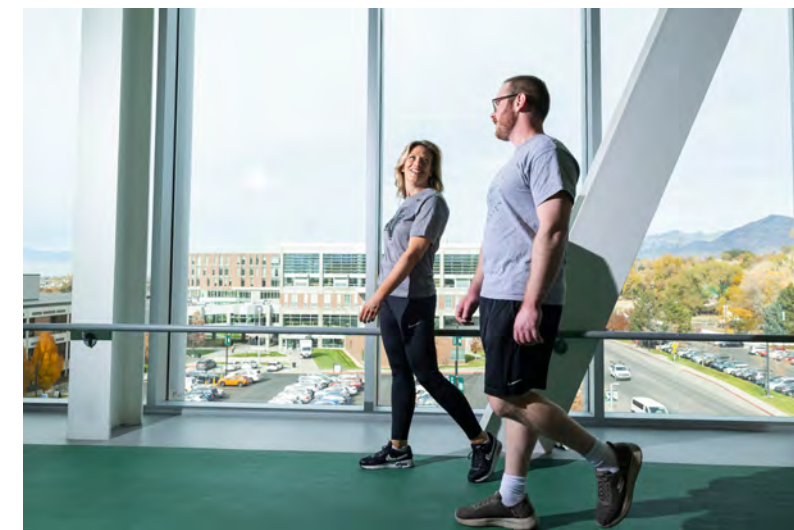
32% of benefits enrolled employees completed Health Assessments through Empower.

↑ **5.5%** increase from 2024

Engagement in preventive care continues to grow, with increased participation in

- **annual exams,**
- **biometric screenings, and**
- **eye exams,**

demonstrating employees’ prioritization of preventive health.



PROFESSIONAL DEVELOPMENT



2,678 employees participated

in professional development through People & Culture

ATTENDEES BY PROGRAM

Linked In Learning
1,300

CCWs
304

UVU Develop
268

UVU Lead
125

Other Programs
119

NEW THIS YEAR



12 Topics

206 Unique Participants

42 Sessions

562 Attended



97% of participants rated their experience in the UVUMentor program as Good or Excellent

Mentors
33

Mentees
39

Total Participants
72

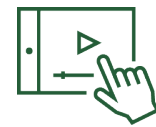
LINKED IN LEARNING



3,955
Hours Spent



2,683
Courses Completed



64,091
Videos Completed

HIRING & RETENTION



31 average days to fill a position

ranging from 22-39 days, a 43% decrease from 2024



8.34 average years of service

for full-time employees, with an average of 4.85 years in a position for full-time employees

AVERAGE YEARS OF SERVICE

women
7.50 years

men
9.13 years

white
8.66 years

non-white
6.40 years

GVUTM
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