

UTAH VALLEY UNIVERSITY

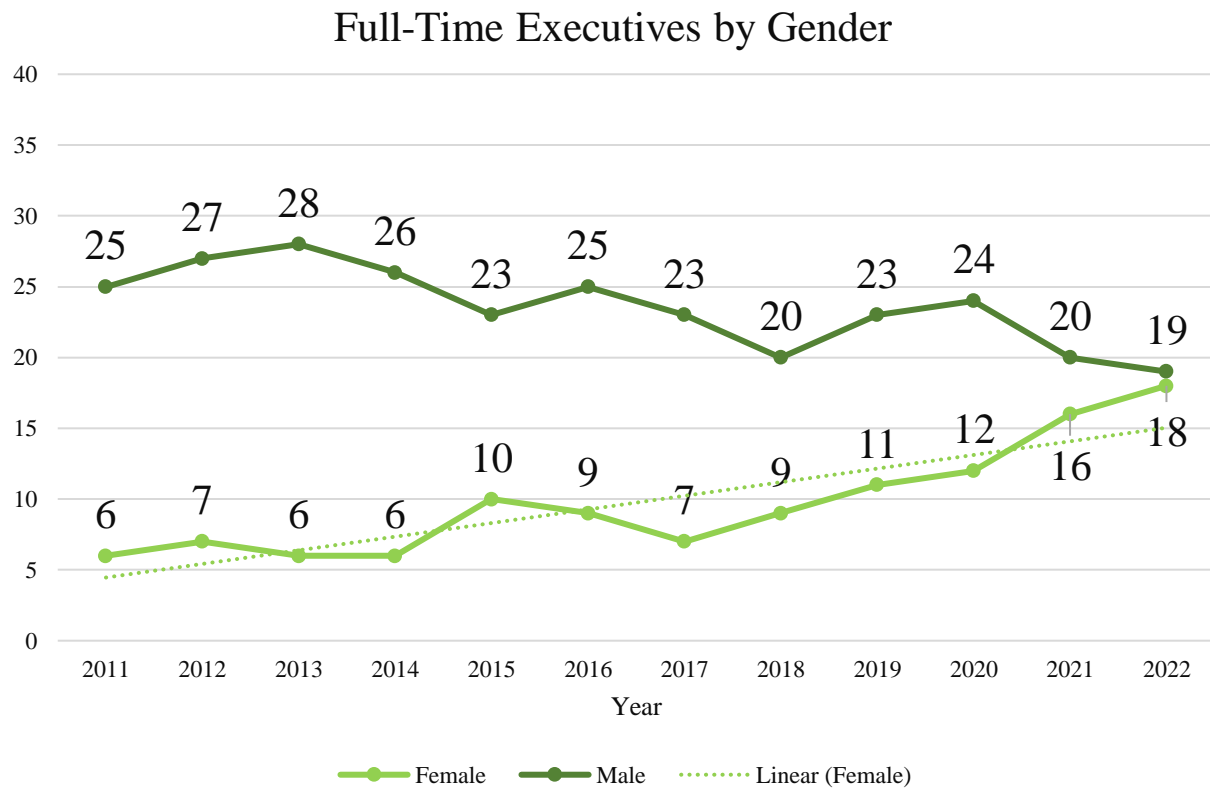
2022 ElevateHER™ Challenge Report

In accepting the ElevateHER™ Challenge in 2015, Utah Valley University pledged to elevate the stature of women's leadership by focusing on the following six areas:

- Increasing the percentage of women in senior leadership positions
- Increasing the retention rate of women at all levels of the University
- Increasing the number of women who serve as voting members on UVU's Board of Trustees
- Monitoring pay by gender and closing identified gaps
- Establishing and enhancing leadership development and mentoring programs for women
- Encouraging women to run for public office and increasing support for these roles

This report provides top level data of UVU's progress in each of these six areas.

Increase the percentage of women in senior leadership positions



The current percent of women in senior leadership is 48.6, an increase from 19 percent in 2011. Data for this chart is provided by UVU's Office of People and Culture.

Increase the retention rate of women at all levels of the University.

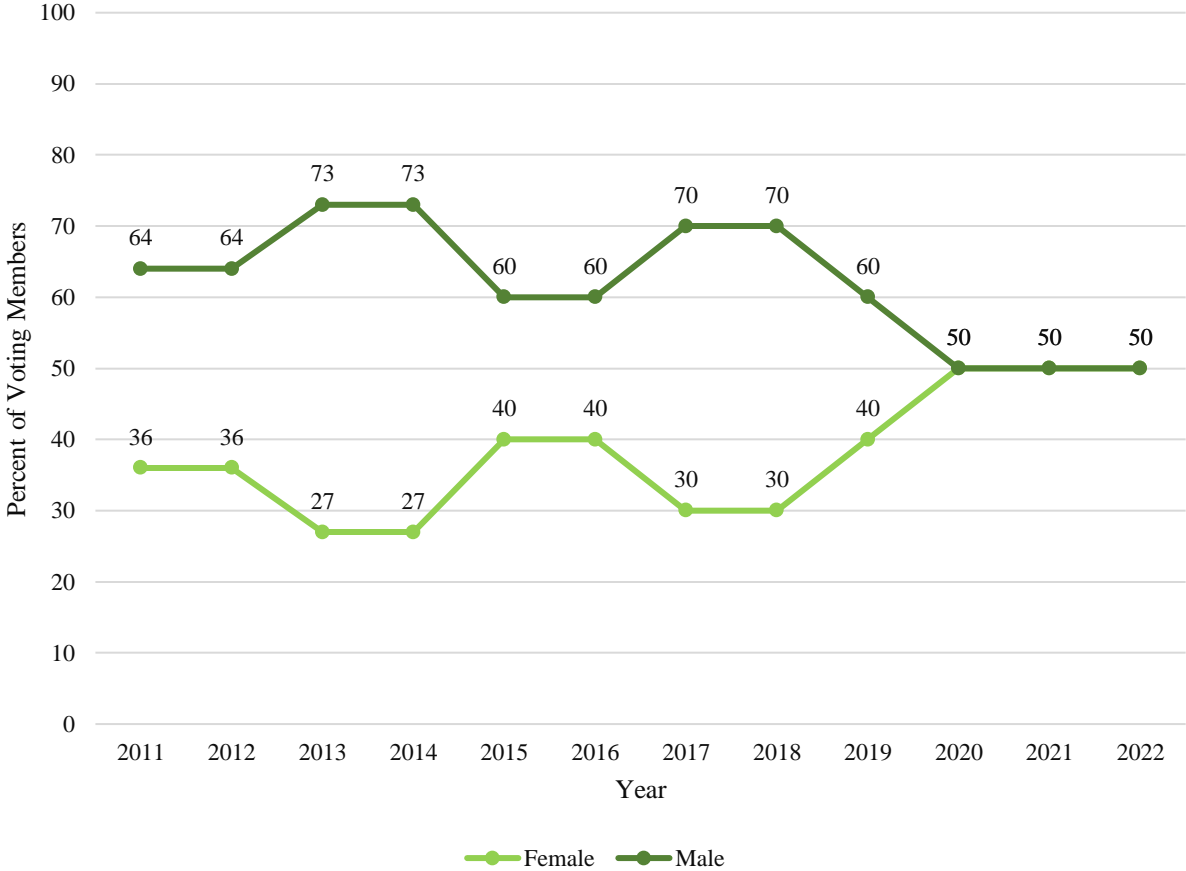


Data for this chart is provided by UVU’s Office of People and Culture.

While an Economic Insights published by Kem C. Gardner Policy Institute noted that “... women have dropped out of the labor force at higher rates than men during most of the pandemic, likely to care for older adults and children, including online schooling needs.” the turnover rate for male employees at UVU was slightly higher than females during 2021. This also may have effect into 2022.

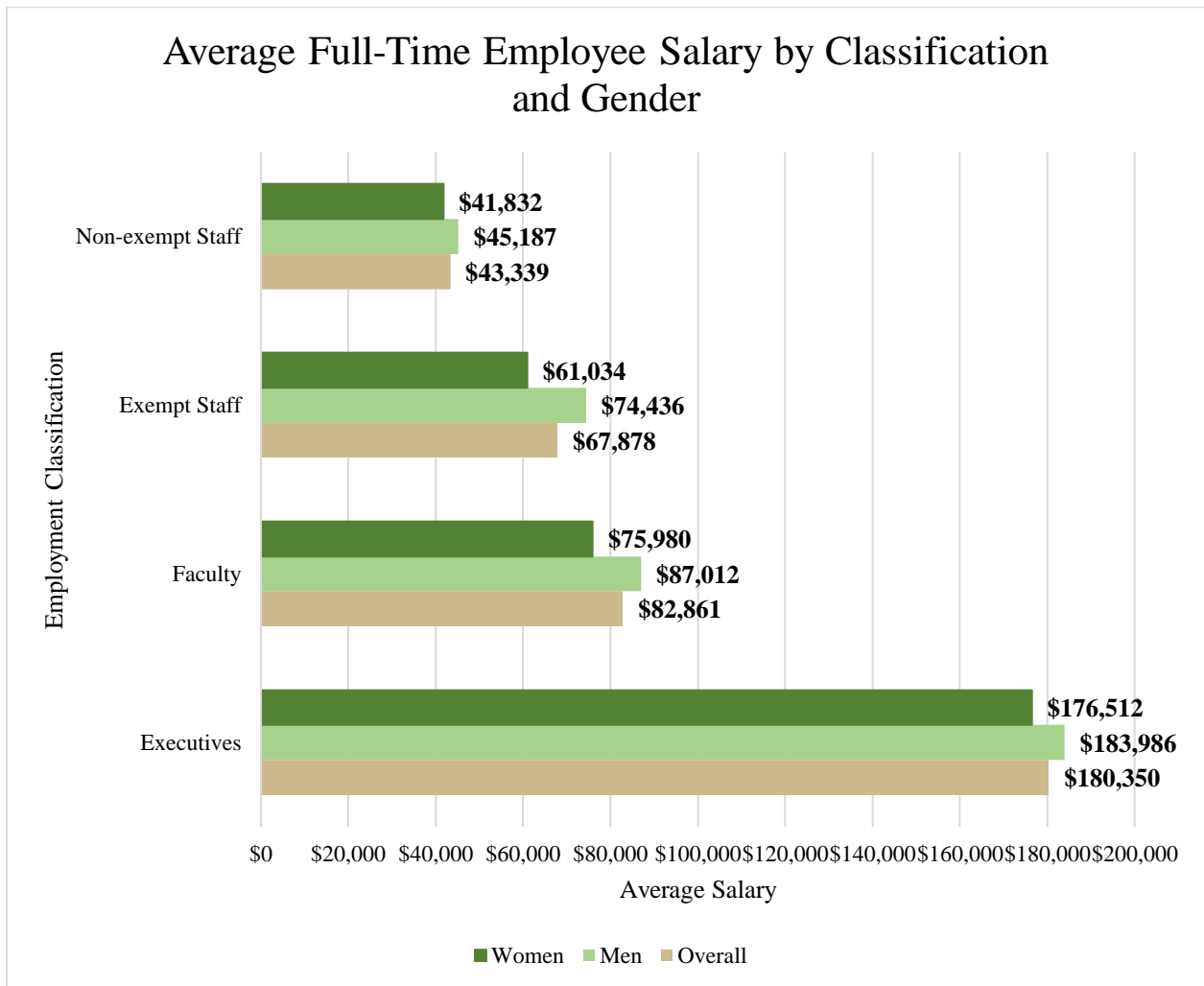
Increase the number of women who serve as voting members on UVU's Board of Trustees

UVU Board of Trustees: Voting Members by Gender 2011-2020



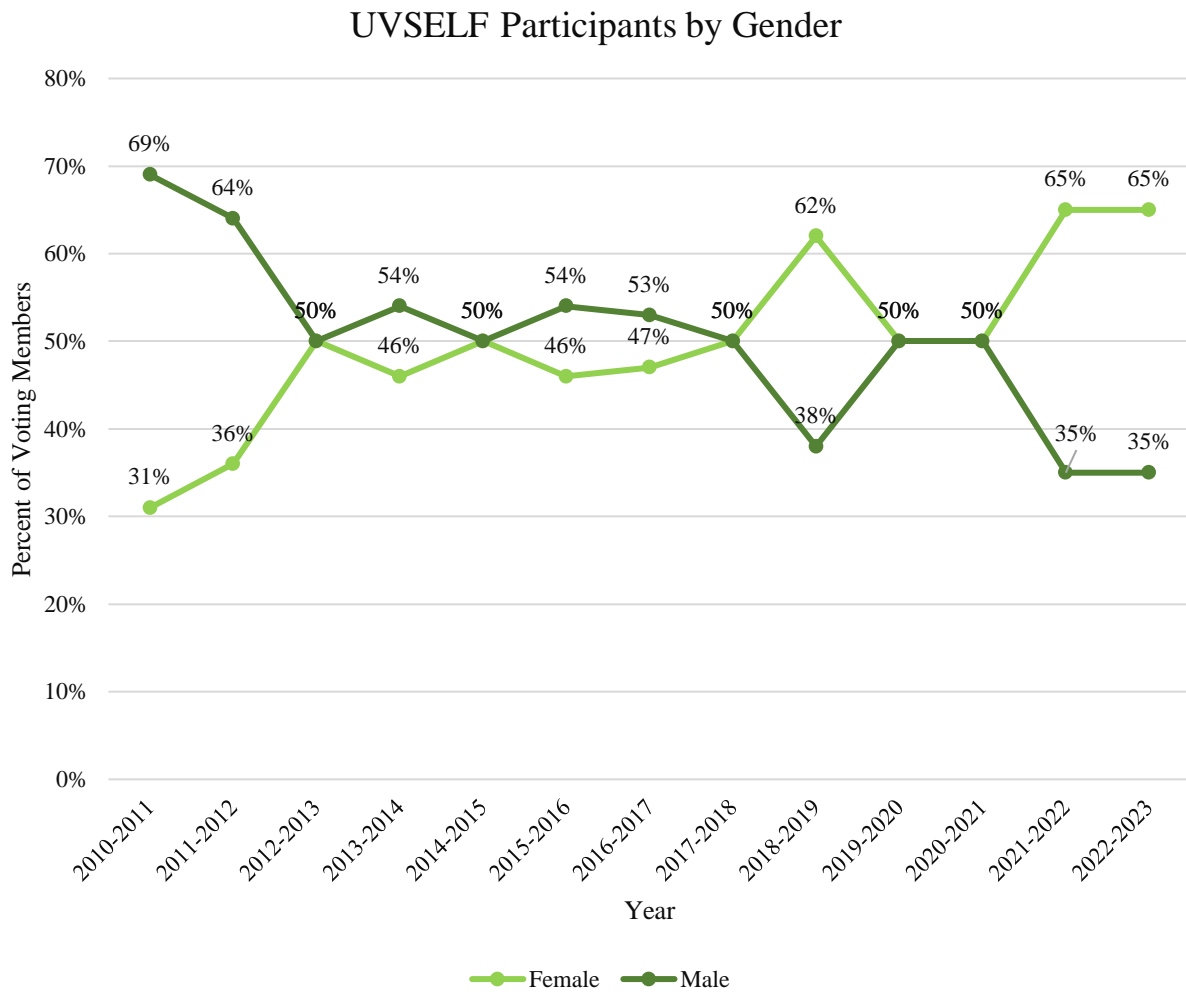
In 2020, 2021, and 2022, women represent 50% of the voting members of UVU's Board of Trustees. Data for this chart was retrieved from the UVU Board of Trustees' website.

Monitor pay by gender and close identified pay gaps.



By employee classification, the annualized base pay for women is lower than men for all employee classifications. The greatest annualized pay gap is within exempt staff and the smallest within non-exempt staff. Data for this chart is provided by UVU's Office of People and Culture.

Establish and enhance leadership development and mentoring programs for women.



The Utah Valley Senior Executive Leadership Forum (UVSELF) is UVU's premier leadership development/mentoring program. From 2013-2019, the gender balance in each annual cohort has been roughly even. The 2021-22 and 2022-23 cohorts have a larger proportion of women than men. Data for this chart was retrieved from UVSELF enrollment records.

Encourage women to run for public office and increasing support for these roles

Highlights from Elect Her

- 2020-2023 Student Body Presidents were female
 - “Elect Her is a FREE workshop empowering female students to participate in the political process, specifically running for office!”
 - Topics Include:
 - Identifying your platform
 - Creating an introduction speech
 - Open Q&A with current female officers
 - Keynote speaker from local government officials