

PEOPLE AND CULTURE | ANNUAL REPORT 2023





MESSAGE FROM UVU'S VICE PRESIDENT OF PEOPLE AND CULTURE

Utah Valley University invites everyone to come as they are. UVU is a place for you whether you are an alumni, student, or employee. This report is prepared annually for the UVU Board of Trustees. It provides key summary data regarding UVU's workforce and includes comparisons to Integrated Postsecondary Education Data System (IPEDS) information and College and University Professional Association (CUPA) peer groups. 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 are also included.

UVU continues to be among Utah's largest employers: the fourth-largest employer in Utah County and the 18th-largest in Utah. As of November 2023, the university's total employee headcount was 5,629. This is a 2.23% increase from 2019, and the first year we have surpassed the total employee headcount since the COVID-19 decline. Salaries in all employee categories increased overall by 23% since 2019. Medical plan premiums rose slightly in 2023; however, new options include local 90-day prescriptions and additional mental health and well-being benefits.

I am proud to be a part of such an exceptional workforce that fosters a culture of respect across our campus community. As our aim throughout the university continues to be student success, we hope more and more will find their place and achieve their potential at UVU.

Marilyn Meyer

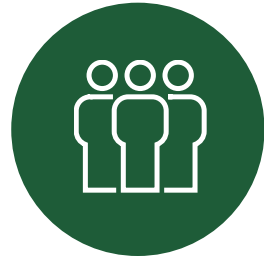
VICE PRESIDENT OF PEOPLE AND CULTURE
UTAH VALLEY UNIVERSITY



AWARDS AND ACCOMPLISHMENTS

- UVU is the **4TH LARGEST EMPLOYER** in Utah County and the 18th largest in Utah as of Oct. 2023.
- In Nov. 2023, UVU held its first-ever **WORKING MOTHERS CONFERENCE**.
- UVU received the **AASCU 2023 EXCELLENCE AND INNOVATION AWARD** for Leadership Development and Diversity in Aug. 2023.
- UVU's People and Culture division received the 2023 Western Region **HR EXCELLENCE AWARD** by the College and University Professional Association for Human Resources (CUPA-HR).
- In Aug. 2023, UVU was recognized as one of 100 Utah companies **CHAMPIONING WOMEN**.
- For the eighth year in a row, UVU's Employee Wellness Program, UVUFit, was awarded the **HEALTHY WORKSITE AWARD** by the Utah Worksite Wellness Council.

EMPLOYEE COMPOSITION



Employee headcount IPEDS Data

2.23%
INCREASE ↑

5,629 total employees in 2023

First year we have surpassed the total employee headcount since the COVID-19 decline

5,505 in 2019



Full-time staff
1,531 in 2023
1,387 in 2019



Part-time staff
803 in 2023
794 in 2019



Student employees
1,621 in 2023
1,531 in 2019



Full-time faculty
811 in 2023
752 in 2019



Part-time faculty
863 in 2023
1,041 in 2019

Gender ratio 2023

50%

2,801 female



50%

2,828 male

EMPLOYEE DEMOGRAPHICS

Race and ethnicity ratio

ALL FULL-TIME EMPLOYEES

81% white

19% non-white

4,449 white

1,082 non-white

UTAH COUNTY COMPARISON

80.2% white

19.8% non-white

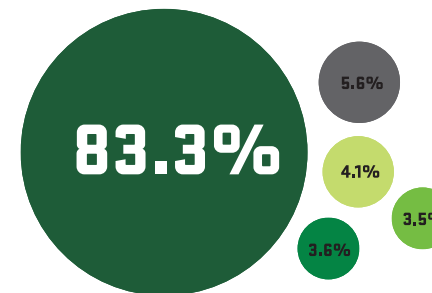
49% female

UVU in line with Utah County demographics

July 1, 2022 Utah County

<https://www.census.gov/quickfacts/fact/table/utahcountyutah/PST045222>

FULL-TIME EMPLOYEES



- White: 83.3%
- Hispanic/Latino/Latina: 5.6%
- Asian: 4.1%
- Other races/ethnicities: 3.6%
- Unknown: 3.5%

EMPLOYEE CLASSIFICATION

EXECUTIVES	2023	2019	EXEMPT STAFF	2023	2019
White	89.20%	82.90%	White	83.70%	84.50%
Asian	2.70%	2.90%	Asian	1.60%	1.70%
Hispanic/Latino/Latina	0.00%	2.90%	Hispanic/Latino/Latina	7.00%	5.60%
All other races	5.40%	11.40%	All other races	4.80%	6.10%
Unknown	2.70%	0.00%	Unknown	2.90%	2.00%

FACULTY	2023	2019	NONEXEMPT STAFF	2023	2019
White	82.10%	83.10%	White	83.80%	87.90%
Asian	8.50%	4.80%	Asian	2.00%	1.20%
Hispanic/Latino/Latina	3.50%	3.60%	Hispanic/Latino/Latina	6.50%	5.60%
All other races	1.80%	5.20%	All other races	3.90%	3.70%
Unknown	4.10%	3.30%	Unknown	3.80%	1.60%

UVU FULL-TIME EMPLOYEES, STUDENTS, AND FULL-TIME FACULTY COMPARISON

ALL FULL-TIME EMPLOYEES BY YEAR	STUDENTS FALL TERM	FULL-TIME FACULTY BY YEAR
2022* White: _____ 82.12% Race/ethnicity unknown: ___ 2.46% Hispanic or Latino: _____ 5.67% Asian: _____ 3.16% All other races/ethnicities: 6.59%	2022* White: _____ 77.98% Race/ethnicity unknown: ___ 1.75% Hispanic or Latino: _____ 12.00% Asian: _____ 1.23% All other races/ethnicities: _ 7.04%	2022* White: _____ 80.08% Race/ethnicity unknown: ___ 4.04% Hispanic or Latino: _____ 3.28% Asian: _____ 6.31% All other races/ethnicities: _ 6.31%
2019 White: _____ 84.53% Race/ethnicity unknown: ___ 2.71% Hispanic or Latino: _____ 4.86% Asian: _____ 2.66% All other races/ethnicities: 5.24%	2019 White: _____ 79.17% Race/ethnicity unknown: ___ 0.92% Hispanic or Latino: _____ 11.77% Asian: _____ 1.33% All other races/ethnicities: _ 6.82%	2019 White: _____ 82.98% Race/ethnicity unknown: ___ 3.46% Hispanic or Latino: _____ 3.59% Asian: _____ 4.79% All other races/ethnicities: _ 5.19%

USHE FULL-TIME EMPLOYEES, STUDENTS, AND FULL-TIME FACULTY COMPARISON

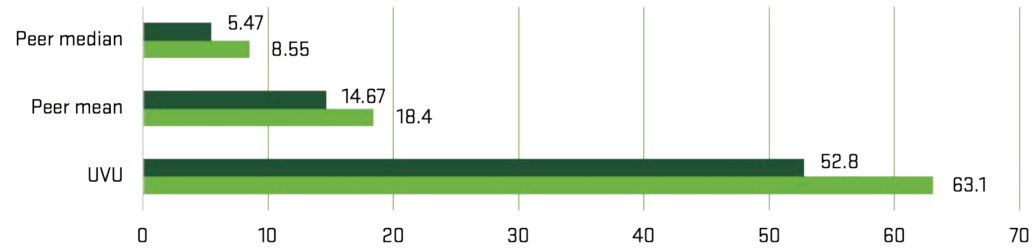
ALL FULL-TIME EMPLOYEES BY YEAR	STUDENTS FALL TERM	FULL-TIME FACULTY BY YEAR
2022* White: _____ 75.44% Race/ethnicity unknown: ___ 4.69% Hispanic or Latino: _____ 7.17% Asian: _____ 5.41% All other races/ethnicities: ___ 7.29%	2022* White: _____ 70.10% Race/ethnicity unknown: ___ 4.52% Hispanic or Latino: _____ 12.33% Asian: _____ 3.09% All other races/ethnicities: _ 9.96%	2022* White: _____ 78.06% Race/ethnicity unknown: ___ 4.05% Hispanic or Latino: _____ 4.55% Asian: _____ 7.63% All other races/ethnicities: ___ 5.71%
2019 White: _____ 76.86% Race/ethnicity unknown: ___ 5.69% Hispanic or Latino: _____ 6.06% Asian: _____ 4.90% All other races/ethnicities: ___ 6.49%	2019 White: _____ 71.87% Race/ethnicity unknown: ___ 4.04% Hispanic or Latino: _____ 11.72% Asian: _____ 2.81% All other races/ethnicities: _ 9.56%	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).

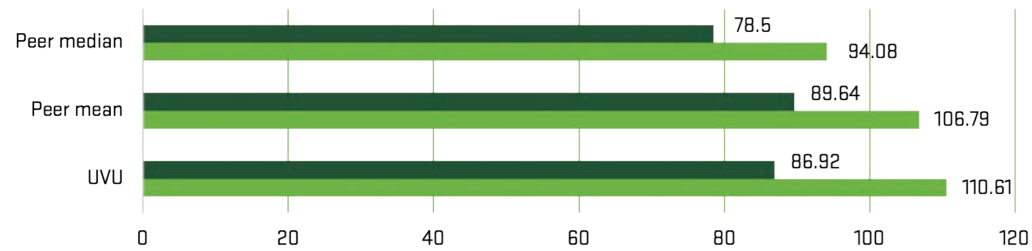


CUPA DATA COMPARISON TO OTHER UNIVERSITIES

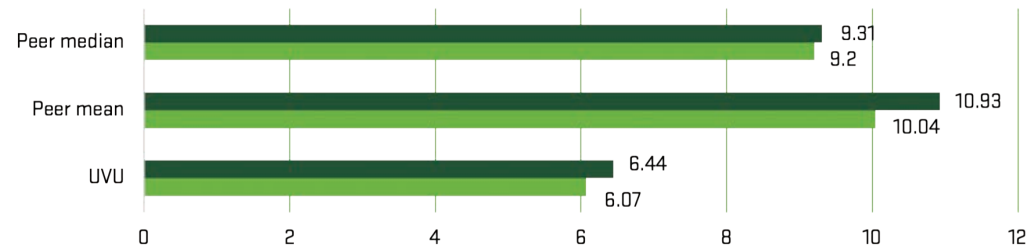
Part-time staff per 100 full-time staff



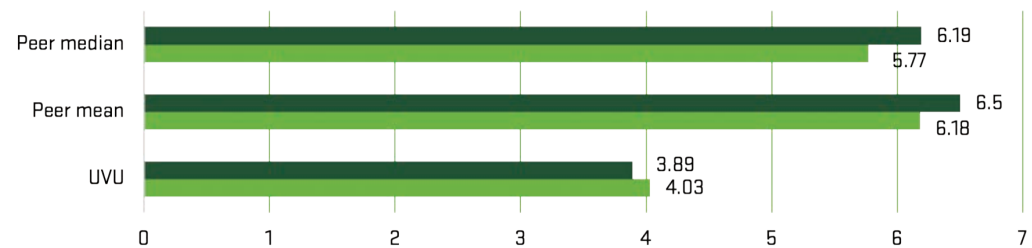
Full-time nonexempt staff per 100 FTE exempt staff



Full-time staff per 100 FTE students



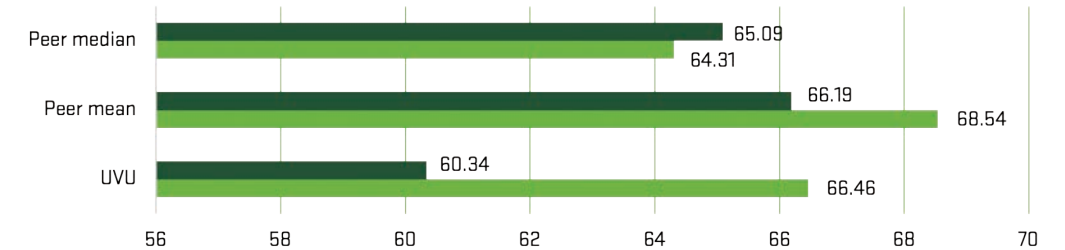
Full-time faculty per 100 FTE students



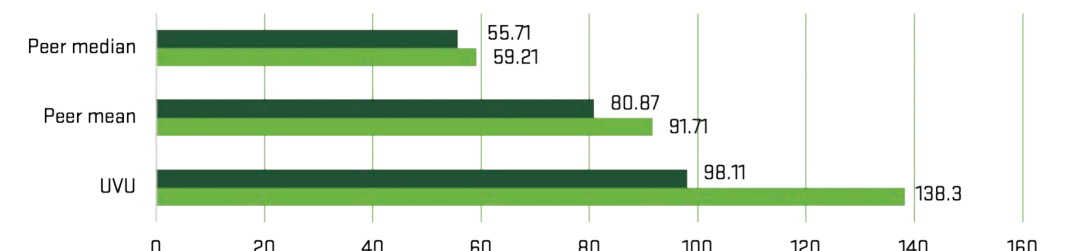
■ 2022 ■ 2019

CUPA STAFF RATIO COMPARISONS

Full-time faculty per 100 FTE staff



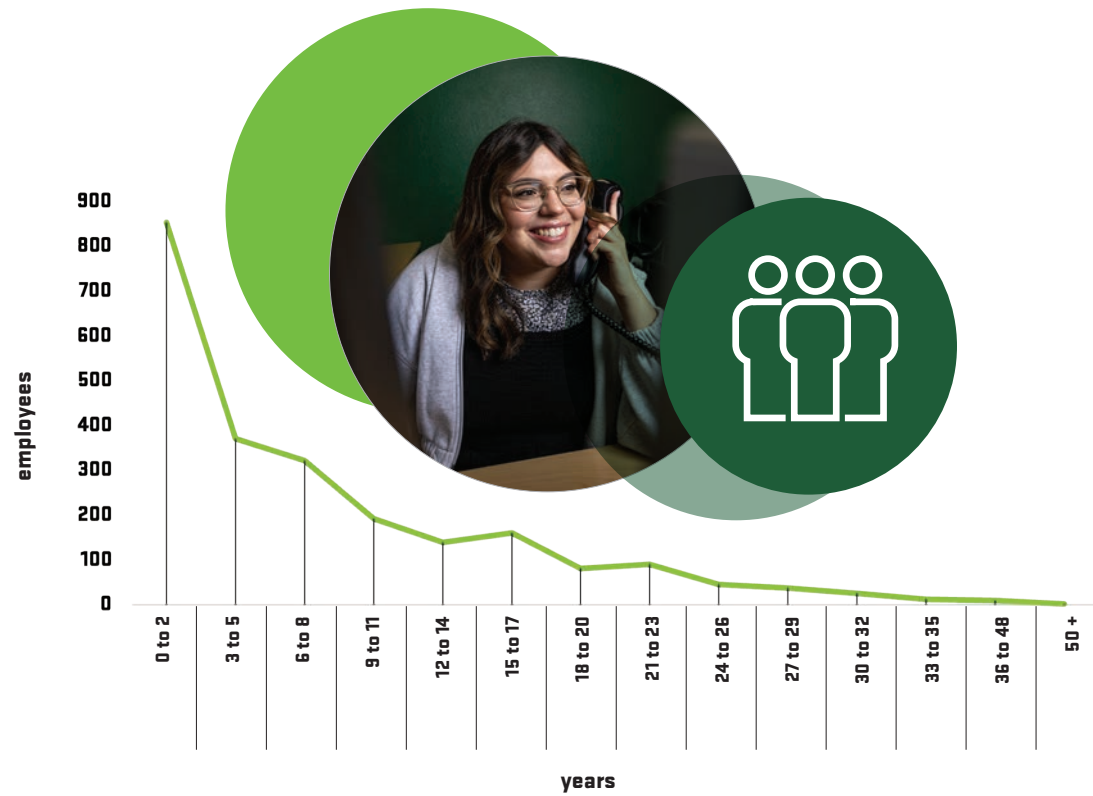
Adjunct/PPC faculty per 100 full-time faculty



■ 2022 ■ 2019



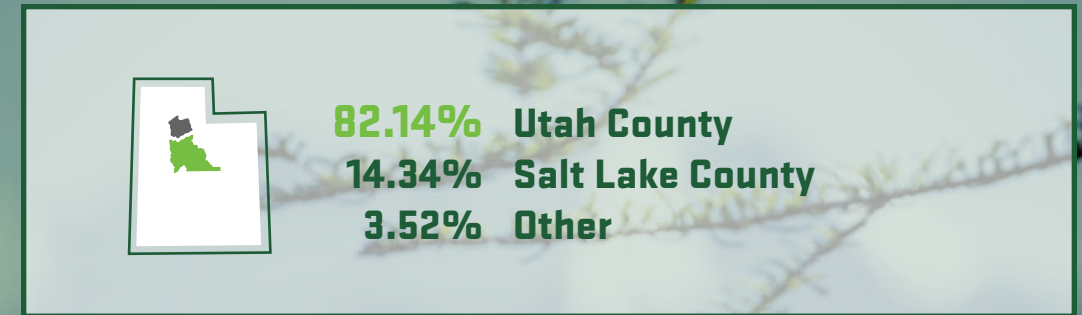
FULL-TIME EMPLOYEES BY YEARS OF SERVICE



FULL-TIME EMPLOYEE AGE DISTRIBUTION BY CLASSIFICATION

AGE	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF
20 or less	0	0	0	6
21-30	0	154	12	190
31-40	3	228	176	102
41-50	15	260	246	112
51-60	11	191	206	94
61-70	4	100	146	50
71-90	0	5	23	5

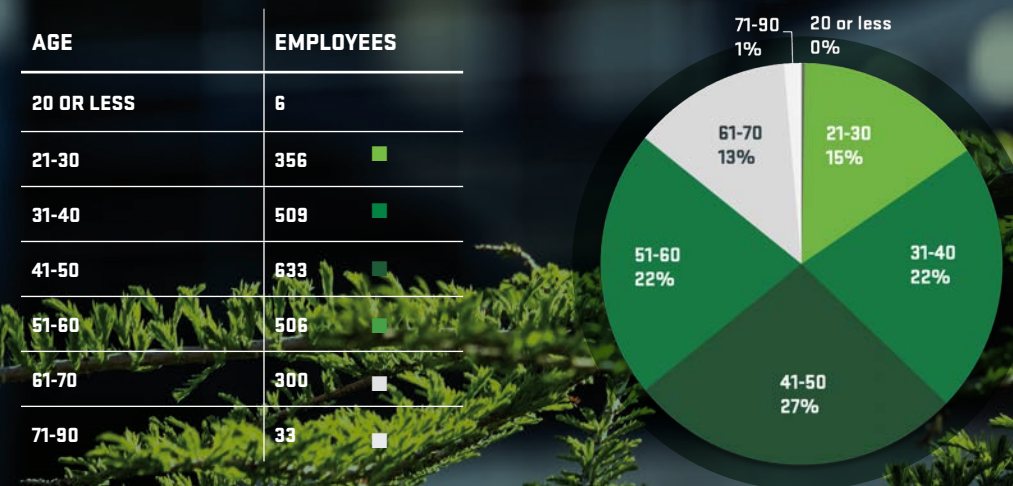
FULL-TIME EMPLOYEES GEOGRAPHIC DISTRIBUTION



FULL-TIME EMPLOYEES GEOGRAPHIC DISTRIBUTION BY CLASSIFICATION

COUNTY	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF
UTAH COUNTY	86.49%	84.34%	71.89%	92.91%
SALT LAKE COUNTY	10.81%	11.75%	24.91%	3.72%
OTHER	2.70%	3.92%	3.21%	3.37%

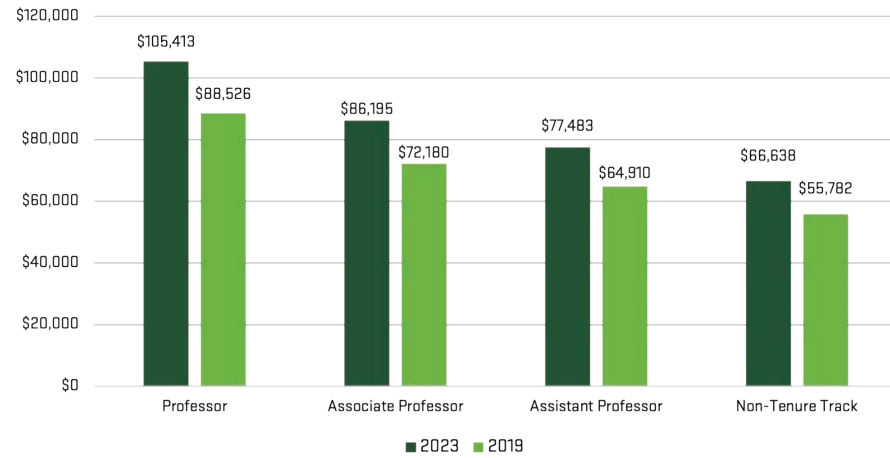
FULL-TIME EMPLOYEE AGE DISTRIBUTION



FULL-TIME EMPLOYEE MEDIAN SALARY BY CLASSIFICATION

	EXECUTIVES	EXEMPT STAFF	FACULTY	NONEXEMPT STAFF	AVERAGE <i>for all classifications</i>
2023	\$182,831	\$66,248	\$85,228	\$45,014	\$94,830
2019	\$145,500	\$55,650	\$71,312	\$36,803	\$77,316
↑	25.66% INCREASE	19.04% INCREASE	19.51% INCREASE	22.31% INCREASE	23% INCREASE

FULL-TIME FACULTY MEDIAN SALARY BY RANK



Full-time employees received a one-time \$600 bonus in August 2023 thanks to one-time performance money given to UVU from USHE for accomplishing specific metrics.



TERMINATION RATIO

YEAR	FULL-TIME EMPLOYEE TERMINATION RATIO	FACULTY TERMINATION RATIO	STAFF TERMINATION RATIO
2023	12.32%	7.81%	14.47%
2019	10.70%	7.23%	12.43%

GENDER RATIO

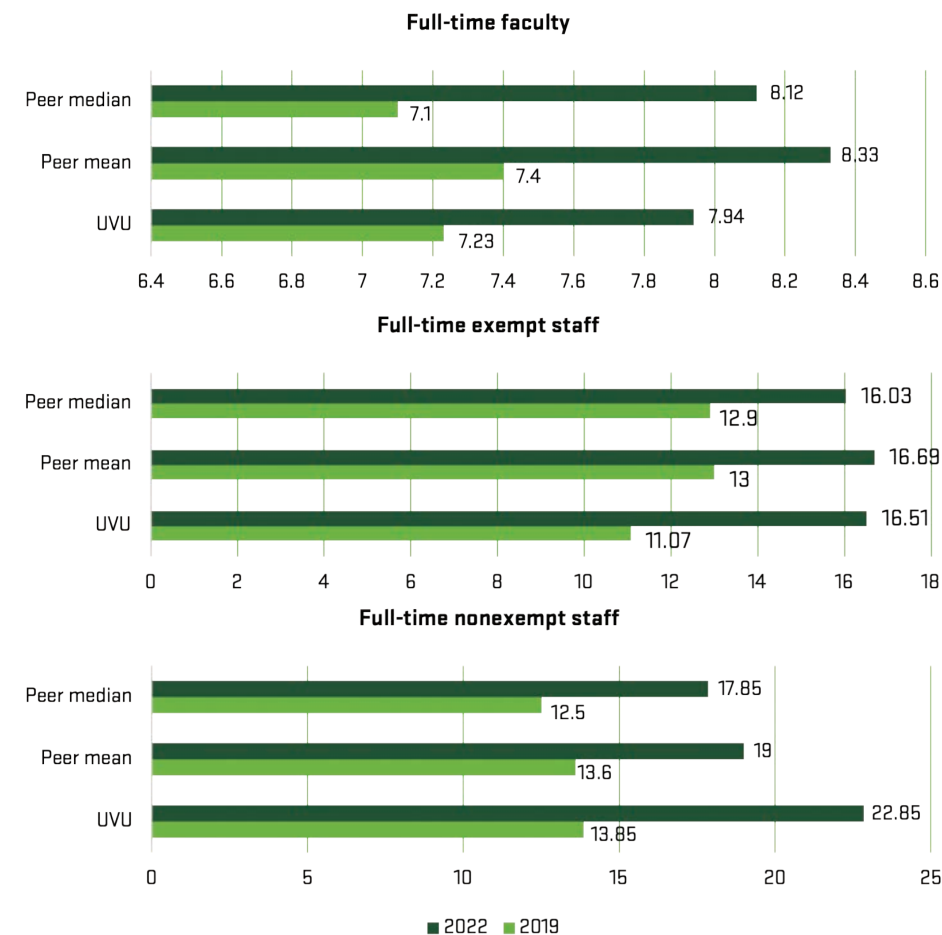


REASON OF TERMINATION

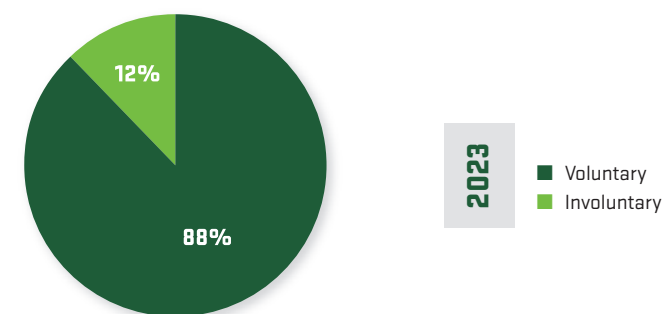
REASON OF TERMINATION	STAFF	FACULTY
Accept other employment	50.23%	17.46%
Personal (work-life, personal, moving)	28.17%	28.58%
Regular retirement	5.16%	15.87%
End of temporary assignment/contract expiration	0.47%	22.22%
Attend school full time	3.76%	0.00%
Released for cause	6.10%	7.94%

CUPA COMPARISON ANNUAL TURNOVER RATES

Number of terminations/number of employees



VOLUNTARY VS. INVOLUNTARY TERMINATIONS

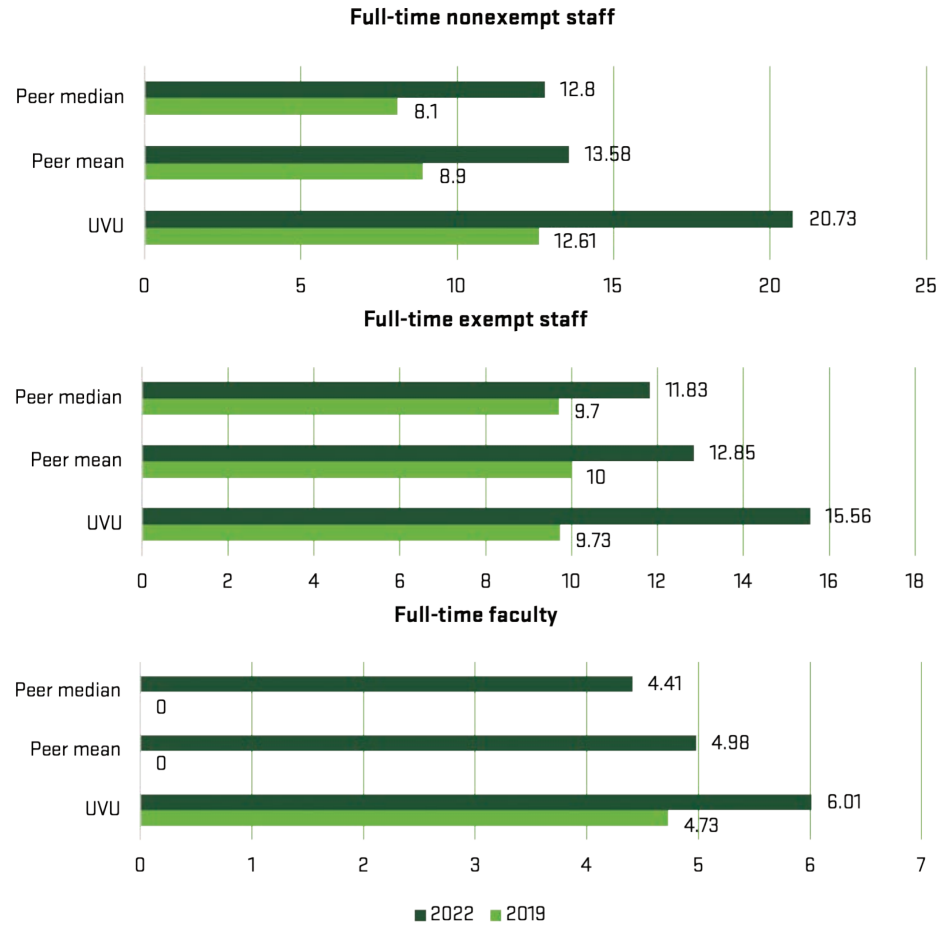


CUPA DATA COMPARISON ANNUAL VOLUNTARY AND INVOLUNTARY TURNOVER RATES



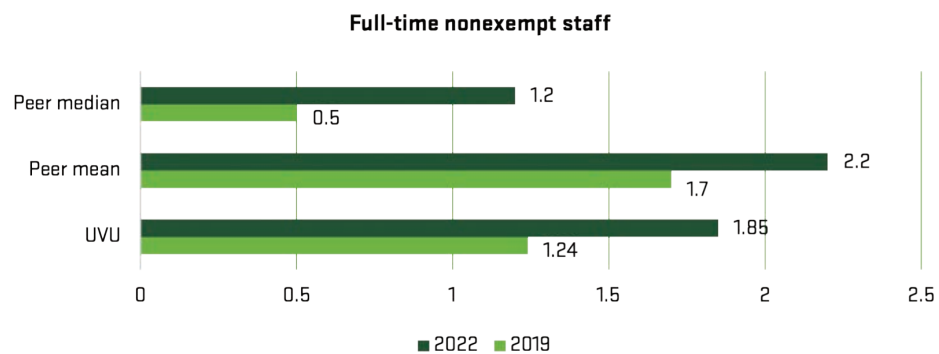
Annual voluntary turnover rates

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



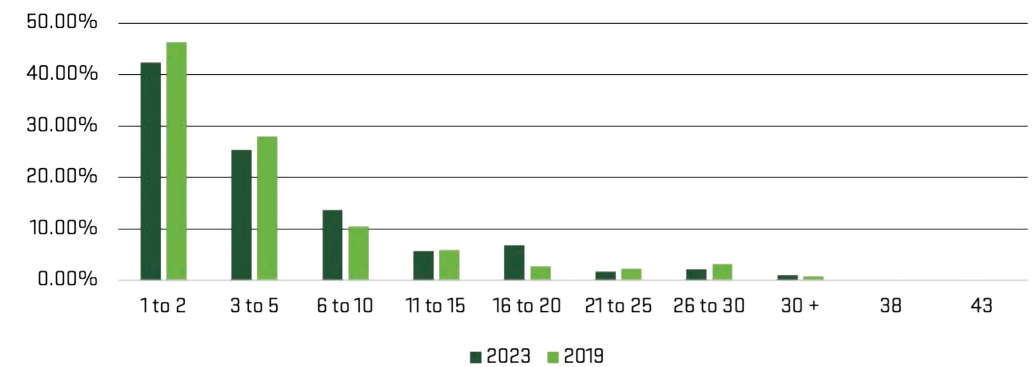
Annual involuntary turnover rates

(Number of involuntary terminations/number of employees)



YEARS OF SERVICE AT TERMINATION

6.05 AVERAGE YEARS OF SERVICE
for full-time employees at the time of termination



BENEFITS



At UVU, our commitment to exceptional care extends beyond academia to our valued employees. We take pride in offering a benefits package that not only meets but exceeds the diverse needs of our workforce.

MEDICAL PLANS

To manage the ongoing challenge of escalating healthcare costs, the medical plan premiums slightly increased in 2023. While recognizing the necessity of a slight increase, the university remains committed to ensuring accessibility and affordability.

88% of benefits-eligible employees are enrolled in one of UVU's medical plans.

55% in the Traditional Health Plan

62% in the Participating (PAR) Network



COVERAGE CHANGES

90-DAY PRESCRIPTIONS AT LOCAL PHARMACIES ARE NOW AVAILABLE

- Starting in late 2023, members can obtain a **90-day supply of maintenance prescription medication** from local retail pharmacies, providing long-term health benefits by ensuring employees can consistently access essential medications while saving money.



UPDATES TO MENTAL HEALTH AND WELL-BEING BENEFITS

- UVU offers eight **free counseling** visits under the Employee Assistance Program (EAP), covered behavioral health services, and expanded virtual network options.
- Effective July 1, 2023, UVU began **covering residential treatment** facilities, ensuring member well-being and adherence to state and federal regulations.

UVUFIT

UVU's award-winning employee wellness program, UVUFit, helps employees improve their health and maintain a healthier overall lifestyle and well-being. In 2023, **632** employees completed the Health Assessment through Regence's wellness platform, Empower, identifying the top three health disparities:



UVUFIT
Employee Wellness Incentive Program

Weight management

69.8%
Improved from
71.9% in 2022

Cholesterol

44.2%
Improved from
48.3% in 2022

Nutrition

65.9%
Improved from
67.2% in 2022

To help lower these numbers, UVUFit provided program participants with numerous activities, challenges, and webinars to choose from.

2,276 TOTAL

individual employees participated in professional development through People and Culture

60.9% female | 18% non-white



\$128.75

on average spent per attendee from People and Culture

Includes the cost of LinkedIn Learning, UVU Learn, UVU Develop, UVU Lead, Foundations of Inclusion, training offered by People and Culture, Summer University, and UVSELF



64.33 AVERAGE DAYS

to fill a position, with part-time and nonexempt taking the least at **45 DAYS** and faculty taking the most at **114 DAYS**

Timeline: When the requisition is started to when they are marked authorized (finished their background check, I9, and new-hire paperwork)

RETENTION

Average years of service for full-time employees is

8.10 YEARS

7.32 YEARS female | **8.88 YEARS** male

8.45 white | **7.06** non-white

Average years in a position for full-time employees is **4.98** years

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