



Talk With Tuminez Spring 2024

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## Transcript

0:00

[Music]

0:28

hello hello [Music]

0:38

[Music] hello 1 two 3 4 five

0:44

one 2 three four okay just make it louder if

0:52

it's not loud

0:58

enough

1:04

[Music] hi David how are

1:10

you yes okay all right Jeff's not going to

1:16

make it today hi

1:28

guys

2:24

[Music]

3:24

[Music]

3:42

[Music]

3:55

[Music]

4:05

[Music]

4:44

[Music]

5:14

[Music]

5:40

[Music]

6:14

[Music]

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[Music]

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[Music]

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[Music]

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[Music]

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[Music]

10:06

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[Music]

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[Music]

11:45

[Music]

12:01

[Music]

12:22

[Music]

12:32

[Music]

13:42

[Music]

13:48

[Applause] [Music]

13:54

[Applause] [Music] [Applause] [Music]

14:00

[Applause] [Music]

14:11

am I just going up

14:21

now good morning UVU did you all get your lunch

14:26

vouchers because I know I know 90% of you are here for that that's okay this is still a place

14:34

for you so thank you for being here it's the last talk with Tas for Academic Year

14:42

2324 and as you know spring has sprung everything's green even nature loves

14:49

UVU so uh I'll just take maybe 10 minutes to give some highlights and then

14:54

my colleagues are here who will uh take other parts of the conversation and uh

15:01

you can throw the hardest questions at them so let's just celebrate uh this

15:06

week we're going to be I think this week is the banquet right for the trustees Awards of excellence and you can see

15:12

here John curl Spencer Childs Christy Denison Claudia Jorgenson and Amy

15:21

Smith and then the presidential Awards of Excellence John Anderson John Barkley

15:26

Josh burnt Chris L way Hong Wang thank

15:33

you if you haven't seen coach lame in action he's our women's soccer team

15:38

coach we've won The Wack Championship three years in a row while I've been president and he also wears the most

15:45

amazing outfits like green and pink Gucci Stripes so you need to see him in

15:51

action congratulations this one deserves a huge round of

15:57

applause congratulations to many many years of

16:05

hard work mentoring our students as excellence in teaching service research

16:13

and creative works so fully tenured faculty and then faculty who' been

16:18

promoted to full professorship we know that at the front line of everything we do here are our professors in athletics

16:25

I'll begin with baseball and softball especially softball cuz I was there last night and you know first inning two to

16:33

BYU zero to UVU second inning two to BYU

16:39

zero to UVU third inning 10 to UVU zero

16:44

to BU um it was so much fun so I encourage you

16:52

the weather's getting better go support our teams baseball and softball uh beat BYU and Heather stain Brook our first

16:59

student in program history to join a national women's soccer uh League uh the

17:05

Washington spirit and Jared Samson our athletic

17:12

director was voted Athletics director of the Year by the National Association of college directors of

17:23

Athletics I feel like I'm giving that like President State of the Union you know like I'm Joe Biden but nobody's

17:29

heckling me and that's good UVU was ranked number one for

17:35

promoting growing homegrown entrepreneurs 15 of the 15 top colleges we were number one and that's in part

17:42

also a result of the ecosystem in UTA that's friendly to business and to entrepreneurship Kyrrie foran and

17:49

Michaela Kohl's two of our students are Goldwater Scholars this is an extremely

17:54

prestigious scholarship in the country that's given to students in science engineering and Mathematics and I think

18:02

the pool began with 5,000 students five from Utah were named Goldwater Scholars

18:08

three from the University of Utah and two from UVU so amazing

18:17

congratulations many of these students will pursue phds in science engineering and math um we  
Excel every year in

18:24

skills USA our students won 23 gold medals and combining bronze and silver

18:30

we won 41 medals overall and our students will compete in Georgia in June

18:37

for Nationals so congratulations to students and their faculty

18:43

mentors and anyone here's in construction I wish I were but it's not

18:49

one of my talents so this one uh 55 universities from 22 States competed in

18:55

Nevada I believe we sent five teams and our use team won first place you're

19:01

given a real life construction project you've got to look at cost safety uh regulatory stuff  
everything

19:08

and then you have to defend your uh proposal in front of a panel of Judges so congratulations to  
this team in

19:15

ethics Bowl our team won uh well made it to the s to the oh no this is not this

19:23

is not what I'm talking about sorry this is the cyber security

19:29

competition in 2021 we won this we beat everybody this year we came in second

19:35

place which is fabulous we we beat Arizona State American University TS Air

19:41

Force Academy West Point and Colombia University Duke University beat us and

19:48

our team was all undergraduates other teams had graduate students so this is

19:54

really fantastic performance by the UVU team ethics Bowl we made it

20:00

we made it to quarterfinals beating Yale Yale we beat Yale and we're the only

20:05

University to have made it two years in a row to the top eight in this

20:10

competition um W this is for you philosophers out there

20:18

and Debaters you know I'm married to a lawyer the reason the first three years of marriage is  
very difficult we had

20:24

contests like that ethics bowl at home every day and finally I said said honey you are wrong and  
I'm right and you

20:31

better learn that now you know he would cross question me like do not lawyer me Jeffrey talk okay

20:40

we have a fantastic um partnership uh you know cam Martin was formerly our VP

20:45

of communications here now president of Rocky Mountain University of Health

20:50

Professions this is a a new Pathway to a PhD in occupational therapy 3 years here

20:57

and three years at Rocky Mountain there provos vot and Dean hanit uh signing so we're thrilled about this uh yesterday

21:04

were you there for the groundbreaking for our new soccer stadium all

21:11

right we nearly choked on that green Cloud but the picture looks super cool

21:17

so you know we have our priorities right um this is going to be state-of-the-art soccer stadium one of the best uh in the

21:25

country that's what it's going to be so we are very grateful to UCCU our partner for a very long time now I think UCCU

21:33

and UVU we are deeply rooted in this community and we're Greatful to them for their support and grateful to our soccer

21:39

coaches and players for bringing this beautiful game to us and we continue to support them um thank you to those who

21:46

attended the presidential lecture with Marty Baron um I hope that you were as inspired as I was um he just wrote a

21:53

book called uh Trump basos and the Washington Post under his leadership at

21:58

the Boston Globe and Washington Post journalistic teams won 18 politzer

22:03

prices so it's great to have him here to inspire us and let us know what objectivity and truth mean in this day

22:10

and age to remind us that democracy can't survive without some basic

22:15

agreement on facts women's Success Center

22:21

yoooo Terra iy Michelle Kerns are here um we this is one of our most successful

22:26

fundraising luncheons every year we raised 536,000 for scholarships by the

22:32

way men you can apply for scholarships at the women's Success Center and we had a very inspirational speaker Sarah Foley

22:39

who became uh paralyzed from the chest down in 2012 and has done amazing things

22:45

with her life okay I think that's it for me so I'd like to welcome on stage uh vice

22:51

president Val Peterson to talk about the legislative

22:57

session good morning president good morning I

23:05

did it in less than 10 [Laughter] minutes so uh we just finished the

23:12

legislative session Utah has the shortest legislative session in the in the United States 45 days it's uh Fast

23:18

and Furious it starts out with a bang and ends uh at midnight of the last night and uh as we as we look at that uh

23:27

we passed 591 bills which honestly from my perspective is not a good thing um

23:34

but uh it it definitely encompasses a a very fast pace of uh looking at issues

23:42

across the state so uh one of the things that I will tell you is that uh

23:47

education does very well in the state of Utah and that's to our benefit uh half of our funding comes from the Utah

23:53

legislature I think we're 54% uh from the legislature 46% from from tuition so

23:59

as you look at those things uh how how the funding goes in the state affects us and so 14 million in new money to uh to

24:10

uh higher education there was a 3% compensation increase and uh Marilyn Meyers is going to talk later about some

24:16

of those impacts and and some good news about those things uh one of the one of

24:22

the issues that we're seeing across the country right now is a is a huge increase in the cost of insurance and so

24:28

when you think about that you don't think about the impacts of what it has but uh in uh in higher education we

24:35

created a self Insurance Fund this year at the legislature and we we put \$22 million into that to help offset the

24:43

rising costs of insurance and the liabilities that we have um we uh also

24:50

as we start to look at issues one of the issues that happened was uh Senate Bill

24:55

192 which created a new mechanism for how we we Fund performance funding and

25:01

the advantage to that is is that right now roughly this year the legislature gave us uh \$30 million performance

25:09

funding of which we got a portion of that as uh this bill comes into effect

25:14

what it will automatically do is increase the amount of performance funding in 2027 that is provided to

25:20

higher education so instead of sitting back and waiting for executive Appropriations to appropriate more this

25:26

creates a mechanism that actually provide some additional funding is that a 20 million is the minimum that will be

25:33

set aside for higher ad that's the minimum but like I said that doubles in 2027 to 40 million so that bill creates

25:41

a mechanism that higher education will automatically get funding increases so the future of higher education is is

25:48

strong in the state of Utah uh another bill which uh created a lot of discussion with Senate Bill 226

25:56

which uh created a standard for Jena education only at the University of Utah

26:01

but it's opened a bigger discussion in higher education and commissioner landward at the last Board of higher ed

26:07

meeting actually said that they acknowledged that that one of the things that needs to be looked at is general

26:13

education we've been doing that on our campus but uh it hasn't uh changed a

26:19

whole lot we we've looked at a couple of classes that we will change so I think there's going to be a broader discussion

26:25



about general education and what it looks like on our on our college campuses uh funding that we received as

26:33

Utah Valley University we received 5.4 million and ongoing funding and performance funding for the FY 24 year

26:40

and then for fy2 we actually got an additional \$829,000 and that's for completion

26:47

performance funding is based on three points it's based on access which nobody

26:53

received because the whole system has to uh move higher in the amount of students that it's serving the second thing is

27:00

high yield Awards which are four and five-star jobs in other words making sure that the institution is aligned

27:05

from a a uh Workforce standpoint and uh we didn't receive that but we did

27:11

receive completion which means our graduation is rates going up and the president constantly talks about that

27:16

because that's one of our huge successes on campus if as you look at the last few years how many students were able to

27:23

retain and how many students were able to graduate so we're we're excelling at that additional things that uh we

27:30

received we received uh we actually did a a budget cut to higher education the

27:36

higher education Appropriations Committee cut 1.5% from uh degree

27:42

granting institutions uh the executive Appropriations Committee backfilled that

27:48

with one-time funding for this year if uh the economy doesn't get better or or

27:54

some things change within the budgeting process we would get a small haircut next year and then

28:01

like I said we have a 3% compensation increase a 7.2% uh Health premium increase and

28:09

a uh s Dental increase along with that

28:15

uh we had some requests for Appropriations requests that we sent to the legislature and we had some of those

28:20

funded Civic thought and Leadership received 1.5 million in one-time funding

28:25

this is a program where uh we are working to make sure we're educating K through 12 instructors about civic

28:33

education one of the big concerns of the legislature has been Civics education making sure that all of us understand

28:40

how our government works and how you can access your government and how you can uh become part of the process so uh

28:47

they've done a great job of educating uh especially uh 7 through 12 instructors

28:54

on civic education we had many comments about schools are actually starting programs and so they they were awarded

29:00

some additional money and that's actually for the Declaration uh celebration for the 250th anniversary

29:07

Herbert Institute received \$250,000 ongoing the job CEO Council which

29:13

president and I have been working on where we go out and we talk to CEOs to make sure we have proper alignment in

29:19

our Workforce uh received uh \$300,000 of one time and then the fire and Rescue

29:25

Academy received \$750,000 uh for a new program to to

29:30

educate firefighters on how to deal with aircraft and Aviation fires one of the

29:35

other issues that happened at the legislature was uh utilization the system has actually commissioned a group

29:42

called The Smith group to evaluate utilization of our buildings on college campuses here in the state of Utah the

29:49

the graph that you're seeing here shows you that uh uh as far as utilization the

29:54

state of Utah sets a standard to have 30 3.75 hours of usage in each classroom

30:01

you can see that almost everybody in the system is below that standard including us so one of the things that that we've

30:07

been working on is establishing a committee uh with provos vot to look at

30:12

uh uh classroom utilization and to look at ideas of how we can get better

30:17

utilization on campus so we'll be pursuing that over the next year so that

30:23

concludes the the legislative session and uh I don't know if you have any

30:28

questions president or anything I can address we we will have uh questions at the end but I think generally It's Been

30:33

a Good Year I think the overall amount to higher ed includes the buildings did that 124 million include buildings uh

30:40

that does include buildings yeah so I I agree with the president we had a great session as far as funding goes obviously

30:46

there's some message bills out there and we're we're working through those and and making sure that we're dealing with

30:52

the intent of the legislature and and looking forward to a a great year thank you Val please give vice president B

30:59

Peterson a round of applause thank you we we may have Q&A at the end if

31:07

there's time left so may I call uh vice president Jim mortensson to talk about

31:14

PBA where's the money going to go who's going to wrestle for the money

31:21

for those of you that are political junkies being photographed holding a water bottle is never a good

31:26

sign you look like a politician so we are trying to move away from planning budget and assessment uh with regards to

31:34

our allocation decisions we've shifted into the conversations in the fall calling them stewardship conversations

31:41

to talk about the and emphasize the fact that we have a stewardship responsibility to our students for their

31:47

tuition dollars and to the taxpayers for the taxpayer dollars and then when we actually make spending decisions those

31:52

are going to be budget allocations um but we are moving towards a reintegrated plan budget and assessment cycle that is

32:00

broader so that kind of gives the overall review of of the cycle that we

32:05

just talked about on this um we did cut out making any requests if you look over at September it talks about putting a

32:12

pause on on making requests that's because it was a very uncertain year financially for the University we didn't

32:17

know what enrollments would look like we didn't know what the economy would look like and therefore what the legislature would do uh because we took a a very

32:25

conservative approach we're actually in a very good position this year uh we were able to make sure that we funded

32:31

those courses which had gone through the approval process we call it the r401 process and so all of those that have

32:38

been approved have been funded uh and we've been able to continue to grow the programs particularly over in the Health

32:43

Sciences where we received a lot of support from the legislature so this is the part where

32:49

most people go to sleep um I know that people don't get as excited about charts and spreadsheets as I do um but the but

32:56

the good news is that the legislature came in and actually came above what they had originally been planning uh and

33:03

and settled on a 3% cost of living increase for all state employees full-time state employees uh and so

33:09

that's what we saw with the \$7.3 million is is that overall 3% increase and then

33:15

because insurance rates tend to increase faster uh than the general rate of inflation what we saw is almost a

33:23

7.2% increase for our medical premiums and 0.9 for dental premium

33:28

now the legislature picks up most of that universities are required to pick up about 25% of that and so we do carry

33:35

a percentage of that and we'll talk about that under our our tuition slide that's coming

33:41

up and here's our tuition slide um so what you will see when it when it came

33:46

to ongoing tax funds and by that we mean State Appropriations uh about 45 uh 49% of of

33:54

those allocations actually go towards compensation for our employees our total

33:59

um amount of our budget that goes to paying salaries and benefits is over 87% uh about 37% uh was renewed in

34:08

performance funding ongoing which is great news there had been a lot of concern that that would not be continued

34:14

from prior years we had been informed it would probably be one time and so to see this uh approved as ongoing funding is

34:22

fantastic news for the University and helps us to continue to provide the support for the programs that we we need

34:28

and then what you see below this were the the rf as and the other funding that uh vice president Peterson talked

34:36

about uh one of the big deals that that we were really concerned about is is co

34:41

had a major impact on enrollment and it didn't bounce back as quickly as we'd hoped or a lot of people didn't know

34:47

whether or not it would bounce back what we see over on the on the left is the fall student headcount that includes our

34:55

concurrent enrollment we have a total of about 15,000 and high school students that are also taking uh UVU courses at

35:01

the same time we are the largest university in the state for concurrent enrollment and concurrent enrollment and

35:07

our full-time student enrollment to makes us the the largest university in the state by enrollment go UVU um but

35:15

what really matters at the end of the day is is what we call our budget related FTE meaning a full-time student

35:22

a student that's taking at least 12 credit hours and that's where we really saw a a a dip enrollment after covid we

35:29

were surprisingly strong in enrollment this past year uh our average increase across fall and and spring semesters was

35:37

a 5% increase um by far the most significant growth in the state of Utah which is fantastic news both for the

35:43

University but also for our budget because additional students means additional revenues to to cover our

35:50

costs so last slide I know that's a little small for folks in back um but

35:56

this 3.65% tuition increase is a really big deal uh there's a lot of concern

36:03

that the the inflation rate for tuition at universities has exceeded the general

36:09

inflation rate in the country uh Utah has managed to keep a lid on those costs

36:14

we continue to focus on it our average tuition rate for a State University in the state of Utah puts us at the fifth

36:21

lowest Across the Nation and if you look at uvu's tuition rate it's on par with the lowest state in the for for actual

36:28

tuition costs but we're very very mindful of our tuition proposition and we work very hard to make sure that we

36:34

maintain a LD on those costs um but we do have to continue to fund the programs and when inflation is as high as it's

36:41

been and it has exceeded 9% over the last couple of years that does dig into our ability to provide these programs uh

36:48

and so we we try to keep our tuition increases low um but balance that with

36:54

what the needs are to actually provide quality programs to our students State came in and they asked us to cap tuition

37:01

at 3% but when you look at inflation that's actually a budget cut uh and and so I got to give it to president I kept

37:08

recommending to her that we come in a little lower and she said no I'm going to fight for our students I said president are you sure you want to do

37:14

this um and and she did and successfully um went through a a serious

37:20

grilling at the board of higher ed but was able to make the case that a 3.65%

37:26

tuition increase uh respects our our need to create a value for our students

37:32

um both in keeping tuition rates low but making sure that we're appropriately funding our programs and so what that

37:38

does is it allows us to meet our our mandatory costs of of that our portion of the 3% increase in in the cost of

37:45

living allowance and and um for medical premium increases Etc but it allows us

37:50

also to a fund uh three broad categories that we're looking at one is digital

37:56

transformation our our DX folks digital transformation folks are doing their best to keep Wi-Fi working we know that

38:02

we run into Wi-Fi issues across campus but it has gotten better over the last three years and so we're making those

38:08

Investments to continue digital transformation but there's also areas where there's just massive demand for

38:14

more courses and we need to make sure that we can hire the faculty and provide the staff to make sure that those

38:19

courses are filled so that's what you see with the high demand high yield programs and then we have some

38:24

incredibly Innovative programs um for Student Success that really increase the

38:29

retention rates and completion rates of our students and so through the tuition increase we're also going to be able to

38:35

fund some of those programs moving forward so overall we have this \$5.4

38:41

million uh increase in our tuition rates when you look at our overall \$350

38:46

million budget this is actually a very very small percentage but does US does allow us to continue to invest in the

38:53

programs that make UVU so successful at what it does thank you thank you president thank you

39:01

Jim we'll now hear from vice president uh for people and culture Marilyn Meyer

39:07

to talk about benefits and compensation which affect all of us so thank you for

39:13

inviting me and I'm going to go through the highlights for you today and then after this session of talk with tus you

39:19

will see come through your email and on my UVU more specific details so that you

39:24

don't have to memorize all these numbers while I'm sitting here rattling them off so first of all I want to talk about

39:29

benefits every five years we go out to RFP to ensure that we're doing the right thing and that we've used the right uh

39:35

providers and I really appreciate that the benefits committee which is composed of a team across the University of

39:42

Faculty Senate and Pace um Finance purchasing and people in culture they go

39:48

through and vet these vendors and it takes an incredible amount of time in what but as we went through it we had

39:54

some huge companies and some great bids and we ended up choosing to remain with

39:59

um regions for Blue Cross Blue Shield for the best benefits you will notice that there are two changes to this one

40:06

is that Now Dental and prescriptions are also changing to be part of regent so the bundling will give us better

40:12

efficiency as well as be able to look across people's things to make sure that their medical is you know we're doing

40:18

the right thing like if your dentist is doing something versus your doctor doing something with prescriptions and then

40:24

change number two is vision is now with iMed if you're not familiar with iMed they're one of the top um Vision

40:31

companies in the United States with the number of options and uh things so we're very proud of that and pleased with

40:37

those decisions I just real quickly there was a slight increase in premium on that and with that we're going to be

40:44

putting \$25 to people's base to offset the cost of the insurance um this is

40:50

great news all the way around good news is we've had really good health for a

40:56

university you've been taking taking care of yourselves and doing UVU fit and helping with your medical so that

41:01

allowed us to we have a health reserve and with that it stayed really well funded and allowed us to go over the



41:08

state Auditors have asked us to reduce the premiums there as as soon as we can

41:14

and so to do that we're now doing the health plan premium rebate and premium holiday which means that if you have um

41:21

if you're contributing to your health plan we will now have no deductions for three pay periods at start stting at the

41:27

end of May um and the two pay periods in June so that'll be a repri for you and

41:33

then on the next slide it'll show you how we're going to execute the premium rebate if you've been an employee with

41:39

full-time hired um before December 31st or as of that date your rebate will be

41:44

,700 gross dollars and if you're a full-time employee hired between January

41:50

1st through April 30th the rebate would be 850 you will see that lump sum

41:55

payment on your check on June 14 so this is a great way to give back for things

42:01

where we have the money for where we've been healthy and good

42:10

yes yeah I I'm excited that we get to offer all the good news as of Al say so

42:17

when we're talking about this we're just talking about raising premiums slightly and then we're also talking about giving back and that can be a little bit

42:23

confusing so I want to share with you I've already shared that the state audit said that we've been well funded in our

42:30

um reserves so we're going to be doing that swiftly and immediately the second part of the small increase in the

42:35

premiums is while we've been healthy overall as a university and doing a good job with that we are starting to see an

42:41

increase in very large catastrophic claims and we always want to make sure that we're taking care of not causing a

42:48

big increase for you next year with that so we offset that by saying we're going to plan for what we think we can secure

42:55

to collect for what we think we need and then if we don't need it we'll be happy to give that

43:01

back so compensation and Merit and and there's more slides on this so you've

43:06

already heard um vice president Val Peterson talk about the legislature giving us 3% for cost of living a

43:13

judgment what he didn't say is that he was instrumental in making that be 3% so I really appreciate

43:24

that that cost of living a just applies to all employees and all pay increases

43:30

will be effective in July with the exception of adjunct faculty and summer I which will be at the beginning of this

43:37

summer semester in terms of Merit pay we did not receive any dollars this year for merit pay and president tammin so

43:45

I'll now out her again she pushes us all hard and I appreciate that we have had a paper performance culture that we have

43:51

been working through the last few years and it's important to us to make sure that we keep that as part of of who we

43:57

are and so she pushed very hard on us to say I want some form of Merit I appreciate the compensation and finance

44:04

teams I don't think people realize how hard that is when you don't get the money to look for money to make sure

44:10

that we have that so we have \$2 million that we have allotted to do this this won't be going to every person this is

44:16

going again for our pay for performance culture but it it applies to a smaller percentage but you'll see the list of

44:22

people or groups under there that this will apply to so it's staff Executives and faculty compensation will be

44:28

considered in

44:35

this and then again one of the other things we were doing is we were looking to say we do appreciate what people do

44:42

and we want to say something that says that so we look to say where can we give our part-time staff and adjunct

44:48

something that says that we appreciate the hard work that you do and that you're here so for the semester adun faculty will receive a \$300 payment and

44:56

the part-time staff hourly faculty work study student employees will receive 250

45:02

these are active employees as of April 15th who have worked that at least the pay period of March 16th through the

45:07

30th and that payment will be coming out April 30th I want to clarify because we have some people who do multiple things

45:14

around here so if you're a full-time staff employee and you happen to teach adjunct we're only going to reward you

45:20

for one of those right so this no double dipping yeah no double dipping but we

45:26

are we want to make sure that people have access and and understand that we do care about you and we are looking at

45:32

this and again this is something that you know I want to say this because sometimes people in finance especially

45:38

get just beat up for just being spreadsheet jockeys this is the most exceptional care I've seen out of our

45:44

compensation team our leadership across cabinet and our finance team in making

45:49

this happen because we pulled money every way we could to try to make this go and when people care more about the

45:56

people then all the other things it says a lot about our culture so thank

46:01

you thank

46:08

you um so again kudos to my colleagues for all the work that's gone into

46:13

everything that was reported just now uh what's next we want to hear from you

46:19

there is a campus climate survey going on and if you haven't filled it out

46:25

please fill it out I want to really make make an appeal to all of you we don't know where our campus climate is unless

46:32

we all own it and say I want to express what's going well what's not going so

46:37

well and I've been here five and a half years and I think every year we have grown as a community as a group of

46:43

professionals as a university and so it's really important to get your feedback also yes

46:51

commencement are there any seniors in the room you'll soon be employed you'll soon

46:58

be paying taxes think about that how exciting um I hope to see all of you at

47:04

commencement on May 2nd and also the faculty and staff this is what Val

47:10

Peterson likes to call the happiest day of the year and I agree with it and we have a wonderful commencement speaker in

47:17

Jamie Kar Lima she is the first uh female CEO in the L'Oreal group of

47:24

companies what she did was in vent her own Cosmetics company and at the beginning she was turned down by all

47:30

these Venture capitalists because they did not believe in her she was slightly overweight she talks about this in her

47:37

book and she was told we can't possibly fund a Cosmetics company run by someone who looks like you and who has the last

47:44

laugh Jamie Kar Lima she's a billionaire and not only that I think she's a very

47:50

um big uh inspirational speaker these days so please come to commencement

47:57

um finally if you didn't know we're going to have freshman

48:03

housing we've been told you know every year if you have freshman housing it helps retention and completion but you

48:10

know that the interest rates are so high it's difficult to build a building and this is so Innovative again I want to

48:16

thank Val Peterson Clark Collings Michelle Kars everyone who worked so hard on this so the green on Campus

48:23

Drive we will have up to almost 500 bet there for the first cohort of freshmen

48:29

with residential uh Community leaders and hopefully this will have the impact

48:35

we're expecting for retention and completion and we didn't have to buy a single brick or build a swimming pool

48:42

just think about that how exciting for us to innovate in this way and to partner with the private sector so we

48:49

can have um freshman housing this is the end of the formal

48:55

presentation and I want to thank everybody here and those online for your hard work um I want to go back just as a

49:02

brief reminder that when I first started this job in 2018 the most important

49:07

thing for me to do was to articulate the values of this institution exceptional care exceptional accountability and

49:14

exceptional results and I want to tell all of you without with the utmost

49:20

earnestness that these values have served us so well they have informed our

49:26

conversations and the decisions that we make every single day so I just want to encourage us to keep to stay focused on

49:33

these values and to celebrate we have 46% completion rate now from 36% 5 years

49:40

ago our student retention rate freshman to sophomore year is 70% that is the work of all of us every

49:48

single day I want to open this up to Q&A we have a few minutes and it's always important for me to hear what you're

49:56

thinking so um any any questions we have two microphones that will be roving in the

50:03

room so from anything you've heard please raise your hand if you have

50:09

a question and introduce yourself over here

50:15

please might just be able to talk I oh yeah please do you have a great voice I

50:20

had a question regarding the your name please oh my name is Joseph Joseph okay

50:27

uh regarding the 3% increase cost of living cost of living increase is I I

50:34

was unclear if that's also available to part- Tim it's only full-time can you

50:39

answer that Marilyn it's only for full-time no it's all oh it's for everybody great and one

50:47

followup question is there any paperwork as supervisors we need to submit to make

50:52

sure that they get that do I need to submit an oath or is it automatic no no it's automatic um so the 3% cost of

50:59

living increase is automatic for the Merit pay it is very important for

51:04

people here who manage other people and that goes for uh most of us if you're a

51:10

people manager please be sure to differentiate it's important to reward

51:16

those who have delivered more uh and that's where the Merit pay is I just want to emphasize that and that's the

51:22

reason I fought for it because if you've worked so hard and delivered amazing results and all you get is a 3% Cola pay

51:29

where is your incentive right you can compare yourself with other colleagues and so I want us

51:34

to have that culture where we are unafraid to differentiate both in the performance and the rewards that that we

51:41

give to employees um other questions thank you Joseph right for that for that

51:48

question right here another question right here Henry please introduce your

52:00

yourself hi uh my name is Allison I'm a student I work for c marcom um I had a

52:06

question about HB 261 yes um what is going to happen to organizations like

52:12

the women's Success Center and LGBT student services Multicultural student services now that HB 261 has been passed

52:19

yes so very good question HB 261 as you know has caused a bit of consternation uh among individuals and

52:27

groups of people that's the this uh the Dei Bill to remove diversity equity and

52:34

inclusion offices and so the question becomes what then do we do we have a women's Success Center we have a veteran

52:41

Success Center we have a Native American initiative with a Latino initiative um

52:47

so first the first thing uh Russia can you raise your hand we have restructured the office of diversity Equity inclusion

52:54

it's now called the office of Institute U engagement and Effectiveness so I want

53:01

you to focus on the words for a second I could I could be just extremely angry

53:06

and say you know why are you stopping diversity equity and inclusion when it's helped a lot of people the statistics

53:12

show we have helped all the different groups of people that that we have focused on on the other hand we also

53:18

have to listen to the arguments that Dei has been politicized I mean I am a big fan of the

53:24

I stand before you as a woman of color I've I've experienced microaggression all my life so it's a it is a balancing

53:33

act in my opinion so this office is engagement and Effectiveness we will continue to support all students all

53:40

staff all faculty and we will track data so this office is now uh data science

53:48

and steroids because at the end of the day you can tell me you feel sorry for me as

53:54

a woman of color from the slumps of the Phil Philippines but really I I need your pity less than I need you to

54:00

empower me so we need to keep empowering and then really measure on the other end

54:05

is it helping and and it's it's that data that will help us continue at the

54:10

moment the centers are not being uh closed down there is a meeting this

54:16

afternoon of the Council of presidents of all the universities to go over how

54:21

this bill will be implemented it is truly line by line and our general

54:27

Council Clark callings is helping me what is problematic how do you define

54:32

what is institutional so we have to go over that line by line but I want you as students in particular please don't get

54:41

scared don't get scared don't get discouraged because I I assure you that we are here to support you we want

54:48

everybody to be seen to experience exceptional care and to know that we are

54:53

here to help you succeed because you you have to live your lives yourselves but we are here to support your ability to

55:01

to do better and to do as well as you can for your own dreams so I hope that

55:07

that is uh reassuring enough but also certainly challenging enough but that's

55:13

life and I and I always feel like you know I'm so old now I've seen so many things like the fall of Communism Co and

55:21

then I realized okay let's do some deep breathing

55:26

um anyway so thank you for that question in HB 261 any questions on this side of

55:32

the room no questions

55:38

here over there yes please thank you uh Brett Stone I'm from mechanical

55:44

engineering I wondered if you could tell us a little bit more about the new building engineering

yeah if there are any updates on that yes thank you so um

55:51

our our Smith College of Engineering and technology is going up on the hill

55:56

when you drive on Campus Drive and I think Val is it a year 18 months when

56:05

yeah we're expect we're expecting to have uh the building open for students in January of 2026

it's 184,000 squ foot

56:14

building if you go up there right now the foundation is actually all in you're going to start to see it start to come

56:19

out of the ground now it's a it's a great facility it'll mainly be Labs there'll be a few classrooms in it but

56:26

very much designed to to allow you as students to engage and build your

56:31

projects and and really be able to apply the engineering principles that you're learning so uh phenomenal facility it uh

56:39

it's going to get exciting now as you start to see that structure come out of the ground and uh it's going to change

56:44

the School of Engineering it will have great art in it we pick the art and it's

56:50

it's it's digital but that's all we'll say at the moment the enrollment in the College of Engineering technology is now

56:56

over 6,000 students so this building will be a game Cher we also plan to use



57:02

it for field trips so kids can come in and see what a smart building you know how see a smart building and how it

57:08

functions so we're very grateful to Scott and Karen Smith who give us gave us the naming donation the legislature

57:14

of course that came in with the rest of the funding I just want to remind all of us you know pause for a second when you

57:20

talk to people who've been here who studied here 10 years ago they do not recognize this campus

57:27

just in my time we finished the norda Center for the Performing Arts which was started under President Holland we built

57:33

that bridge to everywhere between over the highway we have a new Museum of Art

57:40

the the museum of art at lak Mount and that's that's a French Manor donated to

57:45

us that cost 30 I don't know 30 million but I'm told it would cost 100 million to build today and we've renovated that

57:52

we have built the Young Living uh Alumni Center Kyle say um Palace did we have a

57:59

slide with Kyle I just realized we failed in talk with tmin because I don't think we had a

58:05

slide with Kyle Reyes on it I'm sorry um Young Living Alumni Center we

58:12

have we are building the engineering building and and just as a preview next year we're going to start asking for

58:18

support for a school of Health Professions building so just un and this

58:23

Keller building let's not forget the Keller business building this is also in the Last 5 Years so our physical space

58:31

is transforming we're going to be building more in Vineyard I hope I hope

58:36

you realize that universities don't move this fast with these kinds of results

58:43

and UVU is just an outlier so I think we should give ourselves a round of

58:53

applause we we probably have time for another question one or two questions if

58:59

there's any more yes please in the

59:04

back Ryan rushon with the physical therapist assistant program yeah I'm really curious um I've talked to a few

59:12

colleagues around the country and they're not seeing the same rebound after covid that that those numbers were

59:18

showing and I'm curious what we've what we've asked our students what are we seeing and why are we seeing such a

59:24

quick rebound as opposed to some of some of the other schools around the country I'm curious if we've if we've

59:33

Wolverines so statistically it's pretty dire in the country there are 4 million

59:39

fewer college students today than there were in

59:44

2012 less than a third of adults say their college degree was worth the price

59:49

they paid 579 colleges and institutions have closed between 2017 and 2021 so

59:58

covering that covid year 2020 21 I I think there are just from my viewpoint

1:00:05

there are probably several reasons for our success I really think that our Mantra Come As You Are You Ed a place

1:00:12

for you is a powerful one um there's a crisis today of of depression loneliness

1:00:20

people feeling overwhelmed and to have a place where you're accepted where you feel that you belong and where you feel

1:00:26

empowered that that is a superpower in many ways number two people can see the dynamism of this place do you really

1:00:33

want to go to a boring University I mean you know we are Dynamic uh I I'm told by a CEO in Salt

1:00:41

Lake that green is now the coolest color in the state we are serious but we also

1:00:47

know how to have fun and I think that is really important to be alive is to be happy to be alive is to do great things

1:00:54

to be alive is to dream I think that we do that every day at UVU and I you know

1:00:59

when I came and first in 2018 and only 42% were proud of being at UVU we really

1:01:06

wanted to change that as a leadership team and I think we have done that um so

1:01:11

UVU a place for you we are Dynamic and I think third the education we offer is relevant I want to focus on that word

1:01:18

relevance in this day and age when you're irrelevant you're out that fast

1:01:24

it doesn't matter who you are it doesn't matter what tradition said you are because in the day of digital

1:01:30

transformation tradition flies out the window you can dig your heels in it's not going to do you any good so I think

1:01:37

the relevance of our education whether that's a certificate associate bachelor's uh master's degree you know

1:01:44

we have 83% employment for the class of 2021 and 77% I believe were employed in

1:01:51

their field of study our entrepreneurship Institute here is is going to go places right in this

1:01:57

building so I think we do offer an experience all around where people feel that they belong where they can dream

1:02:05

and where they're given the tools to make those dreams a reality you know we be personally for me I believe so much

1:02:12

in human potential I would never ever ever ever want to write anybody off and

1:02:18

I think we internalize that here at U View and that's so important people feel it and they come here and we are now a

1:02:24

university of choice for many of the best performing students um so anyway

1:02:31

again congratulations to all of you that's that's the work that we are all doing

1:02:42

so I think I think we are out of time again I just want to say how grateful I am it's been five and a half years here

1:02:49

I am not jaded talk to me again next year I am not jaded I feel so grateful

1:02:57

and inspired to come to this institution every day so on that note we'll just say

1:03:04

go Wolverines thank you thank you so [Applause]

1:03:16

[Music]

1:03:24

much [Music]

1:03:49

[Music]

1:04:07

[Music]