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# Utah Valley University

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## 2021-22 Operating Budget

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Prepared for Board of Trustees  
June 24, 2021

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**Utah Valley University Budget  
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## Introduction

In accordance with Utah Board of Higher Education policies, the Board of Trustees (Board) annually reviews and approves Utah Valley University’s Institutional Discretionary and Auxiliary Services operating budgets. Historically, UVU’s Board has also approved the appropriated operating budgets.

Presented for review and approval at the June 24, 2021, board meeting are UVU’s 2021-22 appropriated operating revenue and expenditure budgets, Institutional Discretionary revenue and expenditure budget, Auxiliary Services operating revenue and expenditure budget, and other key program/services budgets.

### Initial Budget Summary

	2020-21	2021-22	Change 2020-21 to 2021-22	% Change 2020-21 to 2021-22
<b>Appropriated</b>				
Education & General	\$273,192,000	\$288,994,000	\$15,802,000	5.78%
Ed Disadvantaged	\$185,000	\$190,700	\$5,700	3.08%
Fire & Rescue Training	\$4,200,000	\$4,574,900	\$374,900	8.93%
<b>TOTAL Appropriated</b>	<b>\$277,577,000</b>	<b>\$293,759,600</b>	<b>\$16,182,600</b>	<b>5.83%</b>
<b>Auxiliaries</b>				
Campus Store	\$4,510,557	\$4,373,000	-\$137,557	-3.05%
Dining Services	\$3,150,000	\$3,670,000	\$520,000	16.51%
Student Center	\$2,265,640	\$2,203,080	-\$62,560	-2.76%
Student Life & Wellness Center	\$3,366,880	\$3,173,840	-\$193,040	-5.73%
<b>Other Programs</b>				
Athletics	\$7,661,841	\$6,374,260	-\$1,287,581	-16.81%
Student Health Services	\$691,421	\$523,240	-\$168,181	-24.32%
Student Programs	\$2,986,240	\$2,960,080	-\$26,160	-0.88%
<b>TOTAL Auxiliaries/Other Programs</b>	<b>\$25,595,547</b>	<b>\$23,277,500</b>	<b>-\$2,318,047</b>	<b>-9.06%</b>
<b>Institutional Discretionary</b>				
Institutional Investment Income	\$4,391,465	\$3,462,051	-\$929,414	-21.16%
Unrestricted Gifts	\$11,000	\$11,000	\$0	0.00%
<b>TOTAL Institutional Discretionary</b>	<b>\$4,402,465</b>	<b>\$3,473,051</b>	<b>-\$929,414</b>	<b>-21.11%</b>

Table 1

## Appropriated Operating Budget

Utah Valley University has three ongoing line items appropriated by the Legislature—Education & General (primary operating budget), Educationally Disadvantaged, and Fire and Rescue Training. Revenue and expenditure budgets are presented for each of these line items. This budget presents a financial plan within constrained resources that:

- Reflects UVU’s priorities in implementing and furthering its mission and action commitments
- Strengthens foundations for success under current and future funding models
- Builds capacity in response to and in preparation for enrollment growth
- Applies the effects of decisions made through planning processes and commitments made during the legislative and tuition and fees setting processes
- Demonstrates fiscal responsibility and sustainability
- Provides sufficient flexibility to respond to unanticipated circumstances

## Education and General

Revenue consists of two primary sources:

- Tax Funds—education fund, general fund, and education fund-restricted
- Dedicated Credits—tuition, certain fees (for example, admissions, graduation), and other income as outlined in UBHE policy

Ongoing base tax funds increased 9.5 percent—\$12,109,400. Dedicated credits revenue is based on FY21 projected revenues adjusted for tuition increase, enrollment change, scholarship/tuition waivers changes, etc., resulting in dedicated credits increase of 2.5 percent—\$3,692,600. In total, UVU’s Education and General revenue increased \$15,802,000 or 5.8 percent.

### 2021-22 Education & General Revenue Budget

Revenue Source	Initial Budget			
	2020-21	2021-22	\$ Change	% Change
<b>State Tax Funds</b>				
General Fund	\$0	\$5,700	\$5,700	
Education Fund	\$125,488,000	\$137,568,300	\$12,080,300	9.63%
Education Fund Restricted	\$2,014,900	\$2,038,300	\$23,400	1.16%
<b>Dedicated Credits</b>				
Tuition and Fees	\$145,566,200	\$149,253,400	\$3,687,200	2.53%
Other Income	\$122,900	\$128,300	\$5,400	4.39%
<b>TOTAL Education and General</b>	<b>\$273,192,000</b>	<b>\$288,994,000</b>	<b>\$15,802,000</b>	<b>5.78%</b>

Table 2

## 2020-21 to 2021-22 Revenue Changes

Education and General	2020-21 Initial Budget	Changes	2021-22 Initial Budget
<b>Tax Funds</b>	<b>\$127,502,900</b>	<b>\$12,109,400</b>	<b>\$139,612,300</b>
O&M for Keller Building (10 months)		\$1,222,400	
FY21 Performance Based Funds		\$23,400	
Compensation		\$5,249,700	
Risk Management/Attorney General rate increase		\$58,100	
FY22 Performance Based Funds		\$3,330,800	
Growth Funding		\$2,225,000	
<b>Dedicated Credits</b>	<b>\$145,689,100</b>	<b>\$3,692,600</b>	<b>\$149,381,700</b>
2021-22 Tuition Increase for Compensation & Mandated Costs		\$2,406,500	
2021-22 Tuition Increase for Shifting of Fees		\$2,098,600	
2020-21 Enrollment Based Tuition Revenue		-\$6,108,500	
2020-21 Tuition Waivers		\$4,164,100	
2021-22 Tuition from Enrollment in New/Expanding Programs		\$1,290,900	
Other Revenue Changes (fees, write-offs/collections, etc.)		-\$159,000	
<b>TOTAL</b>	<b>\$273,192,000</b>	<b>\$15,802,000</b>	<b>\$288,994,000</b>

Table 3

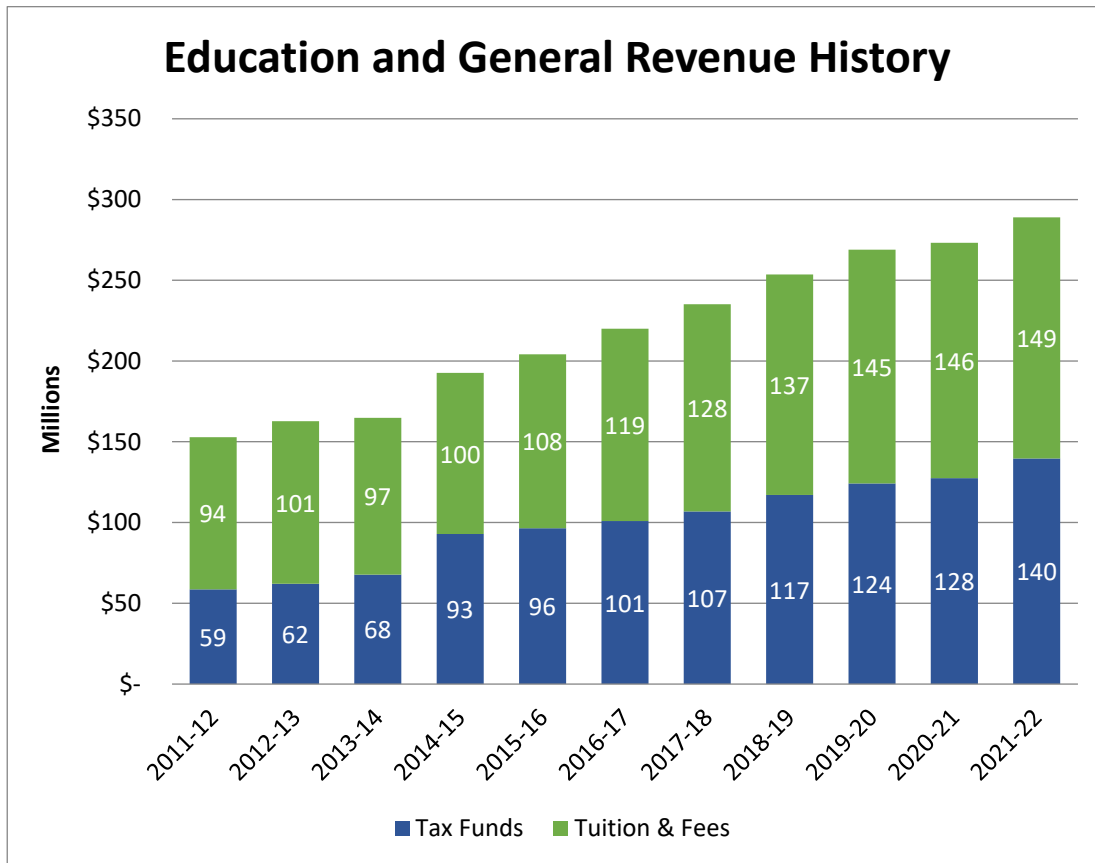


Figure 1

The overall revenue increase for 2021-22 of **\$15,802,000** represents a 5.8% change. Tax funds comprise **48.3%** of total revenue.

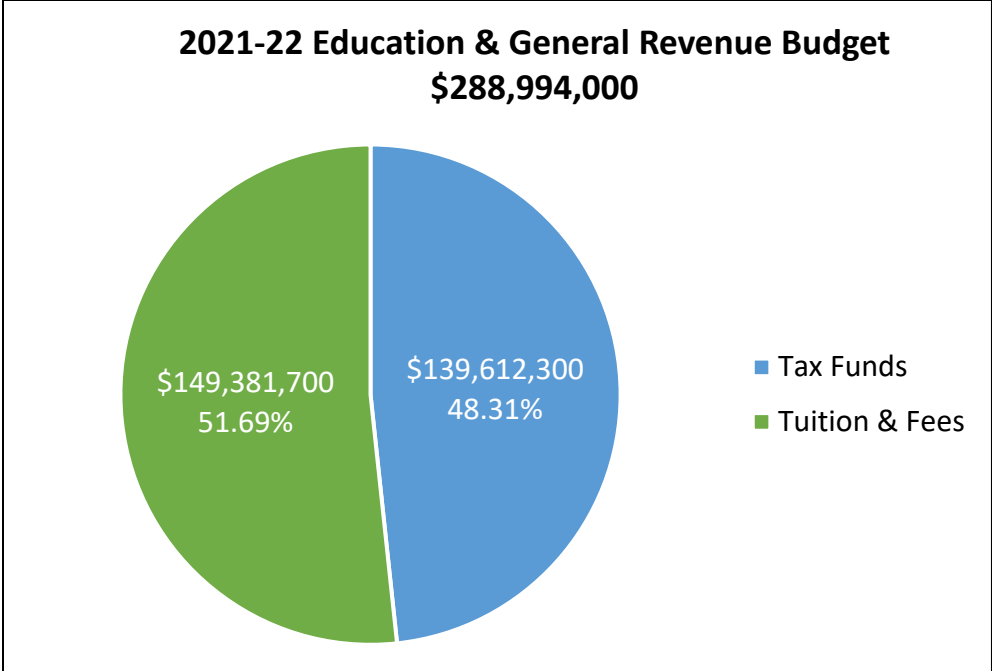


Figure 2

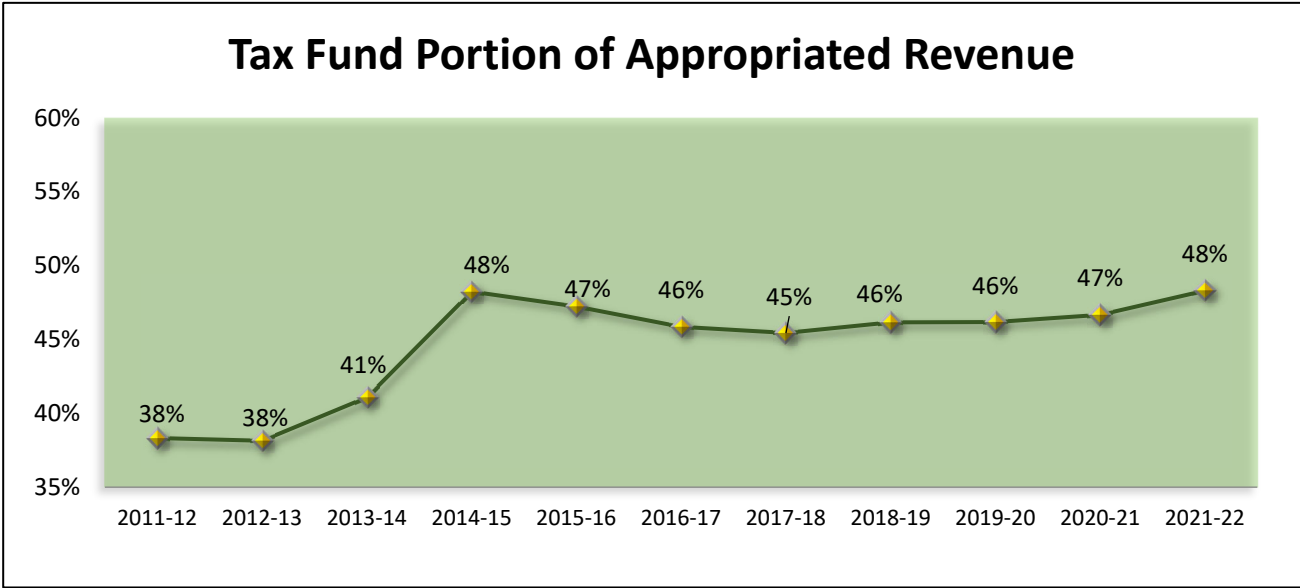


Figure 3

## Enrollment

UVU experienced an enrollment decline during 2020-21 due to COVID-19 severely limiting on-campus courses and continued decline of non-resident student enrollment. As non-resident student tuition is approximately three times that of resident students, this decline had a negative impact on tuition revenue.

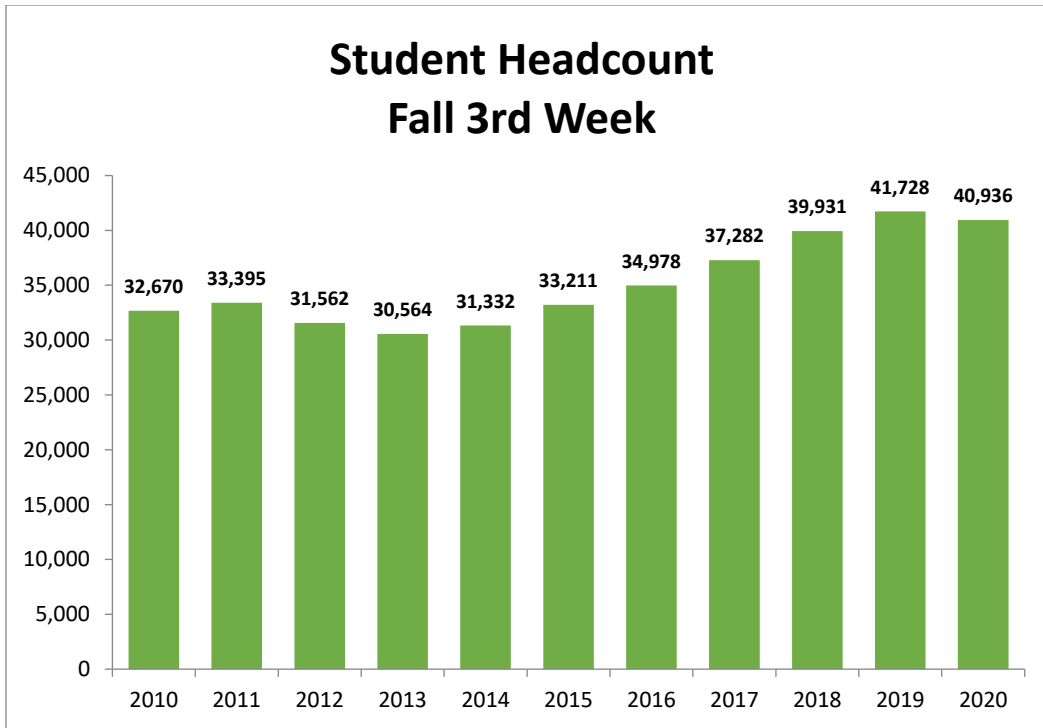


Figure 4

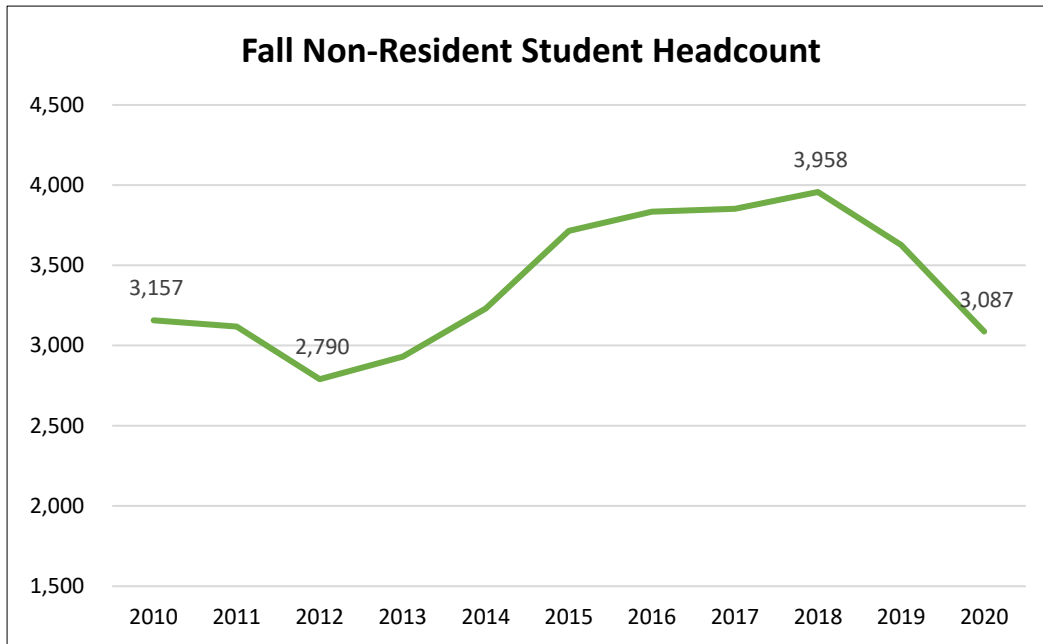
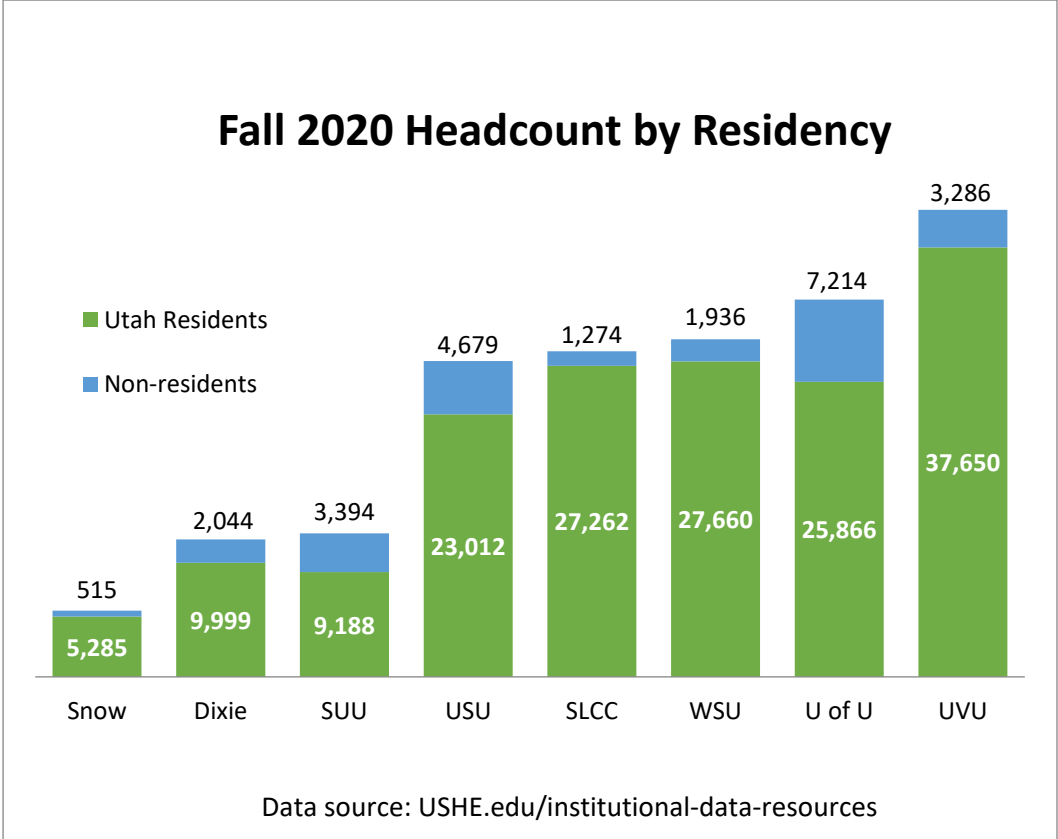


Figure 5





In Fall 2020, UVU enrolled both the largest number of total students and Utah residents in the Utah System of Higher Education.

Figure 6

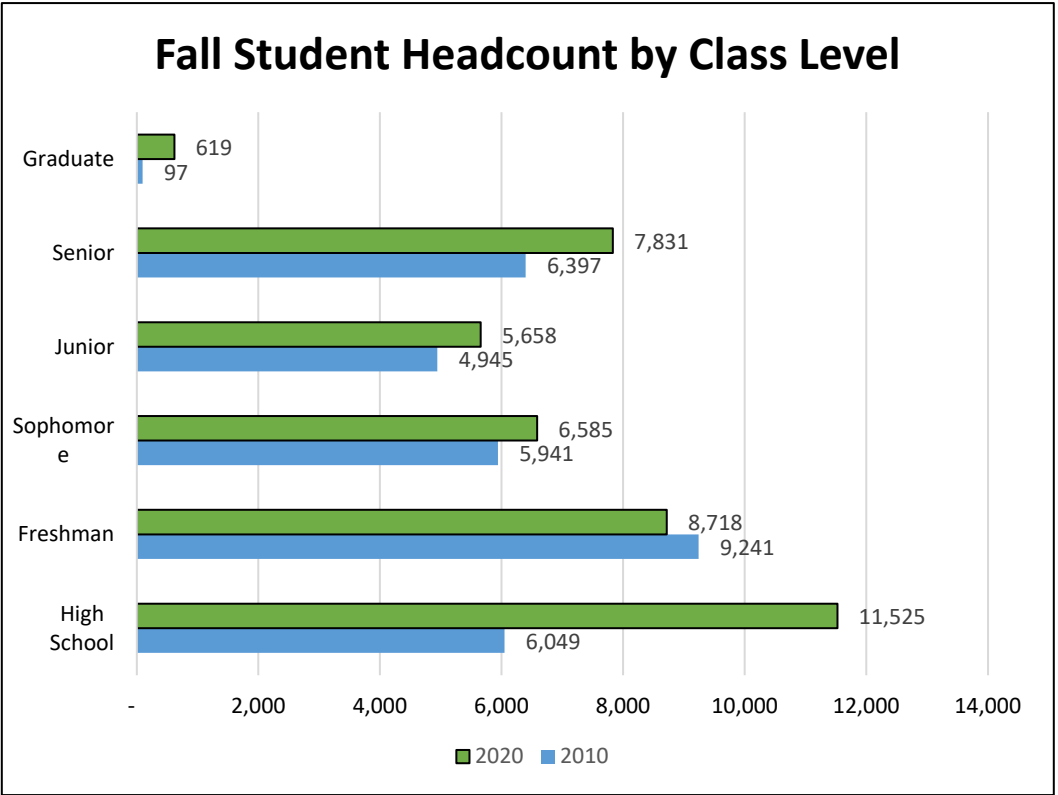


Figure 7

**STUDENT HEADCOUNT**  
 Since 2010, UVU has experienced the largest growth in student headcount in the Utah System of Higher Education.

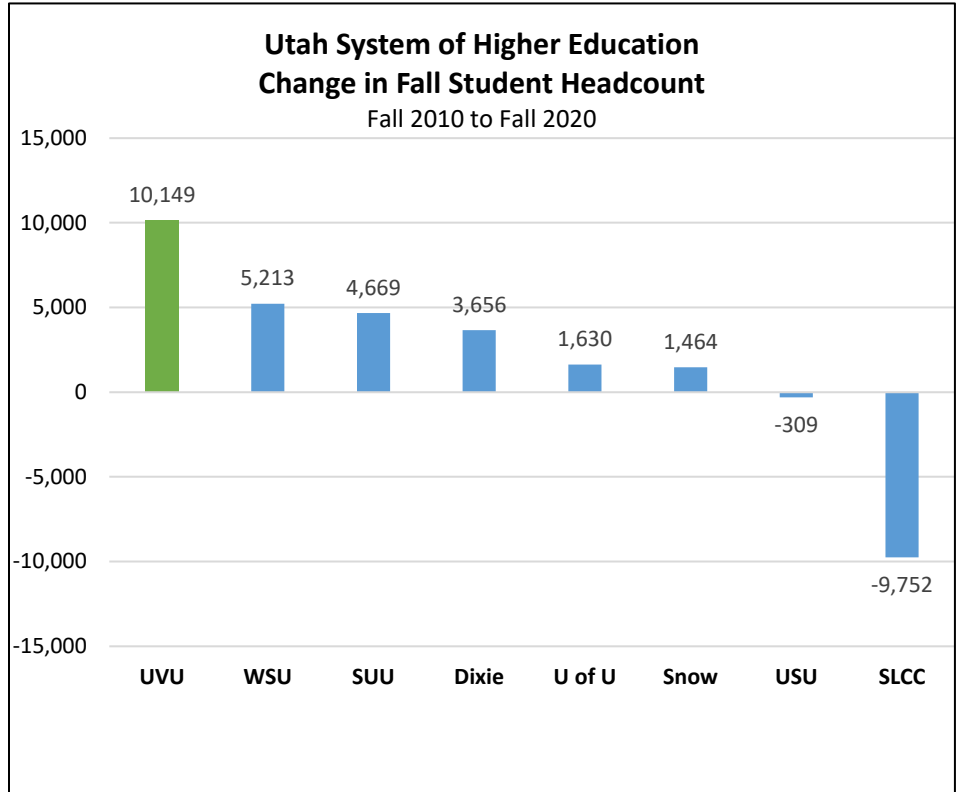


Figure 8

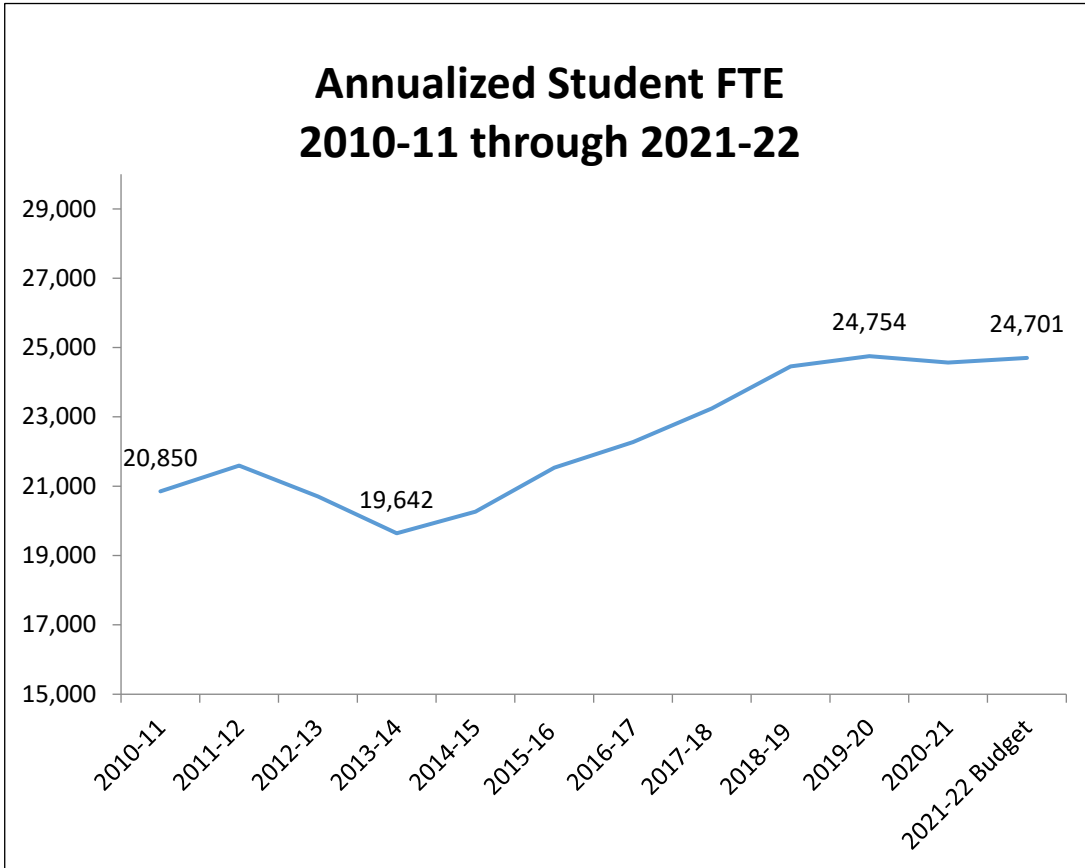
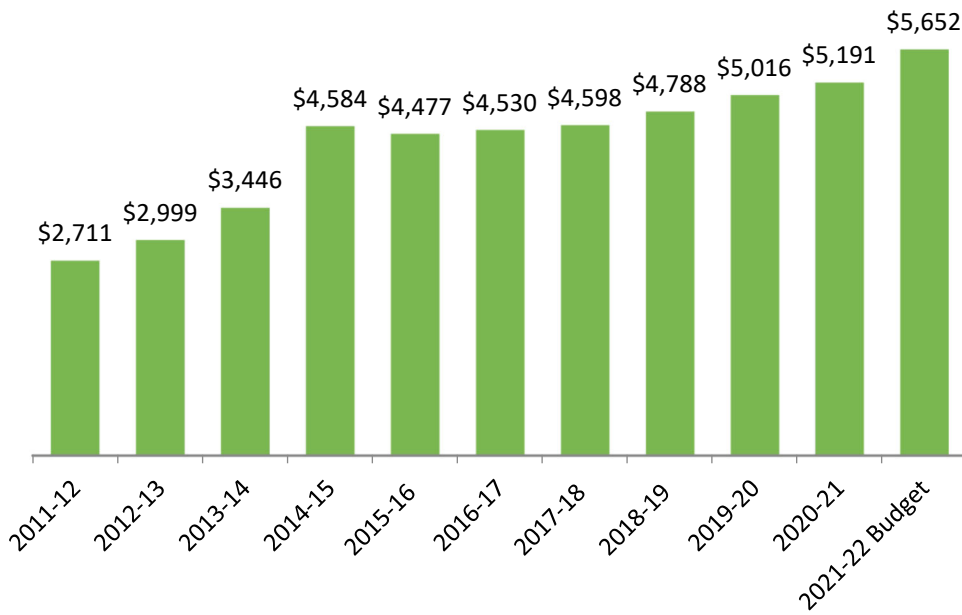


Figure 9

**ANNUALIZED STUDENT FTE**  
 After experiencing 26 percent growth between 2013-14 and 2019-20, annualized student FTE has flattened.

## Tax Funds Per Student FTE 2011-12 through 2021-22



### Tax Funds per Student FTE

The 2014-15 \$21.1 million Acute Equity allocation together with continuing tax fund investment has provided a more stable and adequate tax fund base, which is particularly important for ensuring academic quality while meeting enrollment demand.

Figure 10

## Tuition & Fees

UVU’s 2021-22 undergraduate tuition increased by 3.39 percent while general student fees decreased by 10.08 percent for a total tuition and fees increase of 1.76 percent (Appendix A). Revenue from the tuition increase is being used to shift programs/services previously funded by student fees to tuition and to fund compensation and internal service fund increases. These changes are consistent with UVU’s access mission and commitment to keeping tuition and fees as low as possible. The low tuition increase recognizes the new state tax fund support which was provided by the 2021 legislature.

UVU Tuition & Fees History		
Resident Undergraduate		
Academic Year		
Academic Year	Tuition	Tuition & Fees
2011-12	\$3,944	\$4,584
2012-13	\$4,122	\$4,786
2013-14	\$4,368	\$5,086
2014-15	\$4,542	\$5,270
2015-16	\$4,678	\$5,386
2016-17	\$4,840	\$5,530
2017-18	\$4,962	\$5,652
2018-19	\$5,036	\$5,726
2019-20	\$5,122	\$5,820
2020-21	\$5,192	\$5,906
2021-22	\$5,368	\$6,010

Table 4

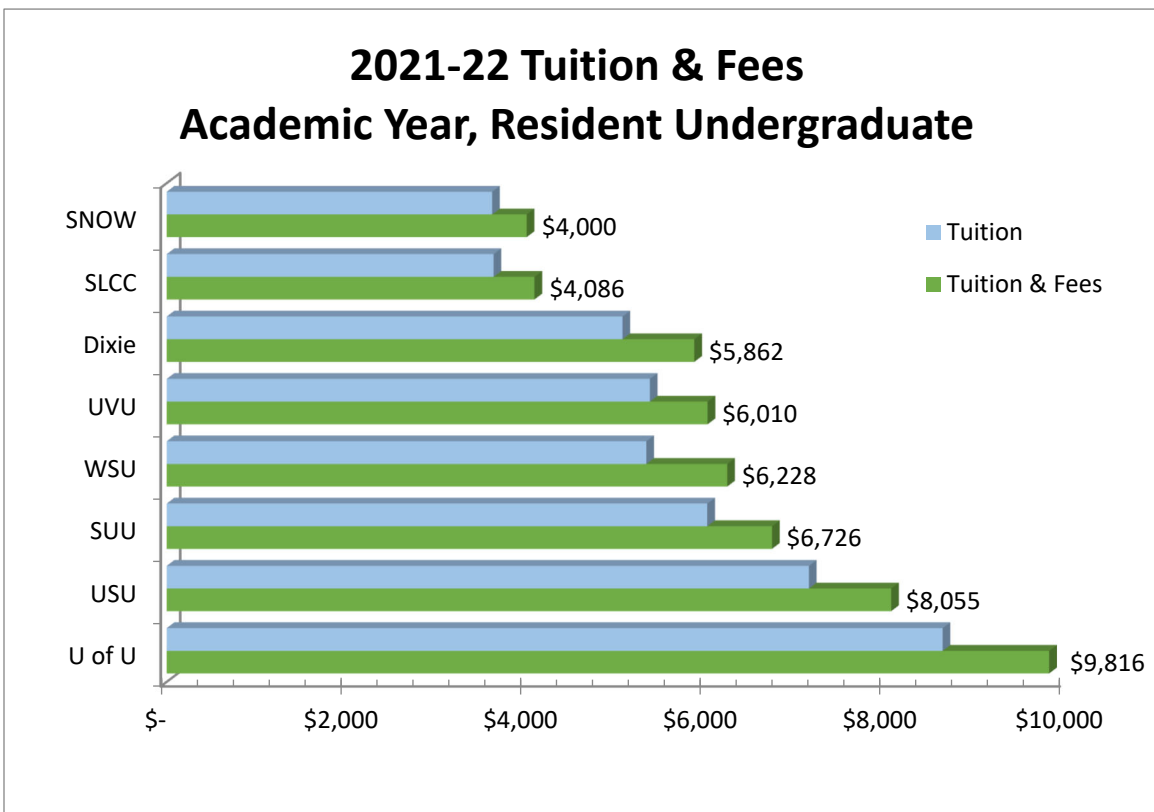


Figure 11

## Expenditures

The expenditure budget implements the resource allocations determined through legislative intent, the tuition increase process, and UVU’s PBA process. Governing bodies involvement has included approval of tuition and general student fees; approval of 2020-21 compensation plan; approval of new degree programs including graduate degrees; and developing, reviewing, and supporting UVU’s/USHE’s annual budget request.

UVU utilizes a Planning, Budgeting, and Assessment (PBA) process which guides UVU in its strategic planning, resource allocations, and assessment. The PBA process fosters a culture of strategic planning, assessment, continuous improvement, and accountability and utilizes transparent and collaborative decision-making processes. Many individuals across campus have been involved in this process by serving on university committees; by participating in developing and refining their department’s four-year strategic plan and by attending PBA conversations within their department, school/college, and division and/or the university PBA conversations.

### 2020-21 Planning, Budget & Assessment (PBA) Cycle

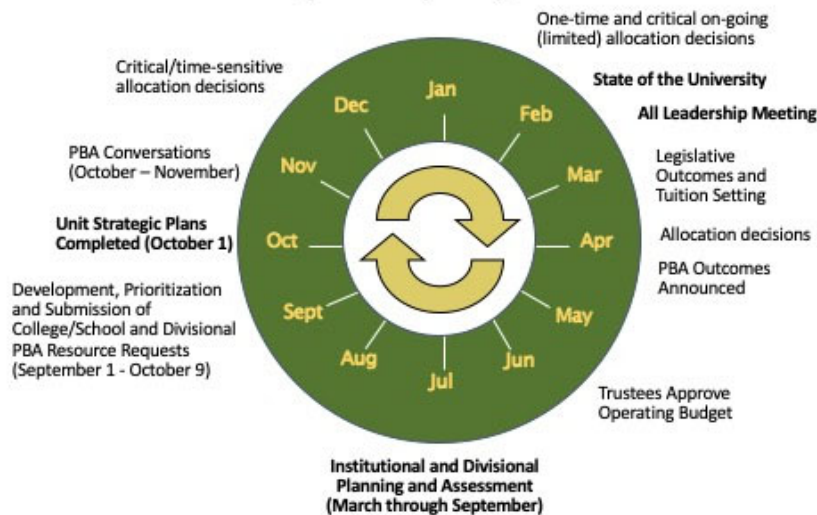


Figure 12

## New Allocations and Reallocations

The PBA process facilitates the alignment and prioritization (at multiple organizational levels) of initiatives across the university that support UVU’s mission, values, Action Commitments (Appendix B), and Vision 2030. The allocation detail (reviewed and affirmed by President’s Council) identifies initiatives funded in support of UVU’s Action Commitments (Appendix C).

2021-22 highlights of changes from new resource allocations and existing resource reallocations:

## INCLUDE

UVU integrates educational opportunities appropriate to both community colleges and universities

- Enhance and expand STEM programs
  - 3 tenure track faculty in data engineering, electrical engineering, computer science
  - Program support in microbiology, bioinformatics, and computational data science
- Enhance and expand undergraduate programs
  - 9 tenure track faculty in architecture, nursing (2), sales, finance, data analytics, forensic science, art history, national security studies
  - 4 lecturer faculty in Chinese, public/community health, critical needs
  - 1 staff in nursing
  - Program support in architecture, operations and supply chain management, surveying, and nursing
- Expand graduate programs to meet community needs
  - 7 tenure track faculty in physician assistant (2), clinical mental health counseling (2), school counseling (2), engineering and technology management
  - 2 staff in clinical mental health counseling, school counseling
  - Program support in physician assistant, clinical mental health counseling, school counseling, engineering and technology management, math education

UVU provides accessible, equitable and culturally diverse learning experiences and resources for students of all backgrounds, including those historically underrepresented in higher education

- Strengthen outreach and internal support for historically underrepresented students
  - 3 staff in diversity and inclusion, Latino initiative, veteran's success center
  - Program support for UVU Prep, Asian American initiative, LGBTQ+ student services
- Expand flexible educational and online offerings
  - 1 staff in UVU Online
  - Program support for flexible programs marketing, flex learner initiatives, OTL operating funds

UVU fosters an inviting, safe, and supportive environment in which students, faculty, and staff can succeed

- Strengthen student health and safety
  - 4 staff in mental health therapy, equal opportunity/Title IX, campus police
  - Program support for the mental health taskforce

## ENGAGE

UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners

- Expand engaged learning support
  - 1 staff in SOA/UC internships
  - Hourly student intern in Internal Audit

UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders

- Strengthen UVU's community engagement, fundraising, and communications efforts
  - 8 staff in social media/web strategy, social media, marketing communications, major gifts, annual giving, executive events, executive education
  - Programmatic support for Institutional Advancement and Marketing and Communications

UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability

- Employee compensation and training
  - Salary and wage increases to reward performance, respond to external labor market changes, increase minimum wage, and promote internal equity
  - Program support for leadership development

## ACHIEVE

UVU supports students in completing their educational goals

- Improve student retention and completion
  - 10 staff in First-Year Advising Center (8), university advising, pre-health counselor
  - Program support in First Year Experience, new student orientation, peer advising pilot
- Increase sections and support services to meet enrollment growth
  - Additional course sections in seven schools/colleges
- Support instructional, academic support, and student services programs and services
  - 8 staff in SOA, health, Provost's office, museum, student affairs assessment, transfer credit, prospective students, admissions
  - Program support in forensic science, graduation, commencement

UVU prepares students for success in their subsequent learning, professional, and civic pursuits

- Sustain engaged learning opportunities
  - 1 staff in excellence and innovation
  - Presidential internship program expansion

## ORGANIZATIONAL SUSTAINABILITY

UVU strategically works to support and sustain the programs, services, technology, and infrastructure to fulfill the university's mission

- Implement and sustain innovative practices and technology systems
  - 3 staff in BI developer, ETL developer, IT project manager
  - Software, hardware, licenses, consulting
- Provide operation and maintenance funds for new facilities
  - 10 staff in facilities to support Keller Building
  - Fuel & power, water, trash, recycling, and operating funds
- Provide staffing, operating funds, and equipment to support programs and services
  - 4 staff in Athletics (3) and tax compliance

- Enhance and remodel facilities
  - Art & Design
  - Losee 4<sup>th</sup> floor branding
  - Museum moving/storage
  - Sorensen Student Center
  - Culinary Arts building
  - Lehi campus A/V
  - Woodbury building
- Budget stabilization and rate changes
  - Shift of student fees to tuition
  - Rate changes for library databases, software, licenses, hardware maintenance, Honors housing, Athletics cost of attendance, risk management, attorney general's office
  - LinkedInLearning for students
  - CCS leadership funding bridge

Additionally, UVU allocated \$26,972,072 of Federal HEERF institutional funds to:

- Implement and sustain innovative practices and technology solutions
- Provide an employee recognition bonus
- Expand flexible education offerings (2 staff)
- Student health and safety (1 staff)
- Provide Fall 2020 student fee partial refund
- Provide staffing, operating funds, and equipment to support programs and services (2 staff)



**Expenditure Summary**  
 UVU reports expenditures in compliance with NACUBO functional and natural classifications

FUNCTIONAL CLASSIFICATION	MAJOR ACTIVITIES
Instruction	Instructional Faculty and Departmental Costs
Public Service	Small Business Development Center
Academic Support	Deans, Academic Administration, and School Level Costs
Library	Professional Librarians, Library Reference Materials
Student Services	Registrar, Admissions, Financial Aid Administration, Advisement, and Career Services
Athletics	Athletic Administration
Institutional Support	Executive Management, Technology Services, Purchasing, Financial Services, and Human Resources
Scholarships/Needs-Based Aid	Financial Aid, Scholarships, and Work Study
Operations & Maintenance Plant	Building Maintenance, Plant Personnel, Utilities, etc.

Table 5

**Appropriated Operating Budget<sub>[LM1]</sub>**

<b>Education &amp; General Base Operating Budget</b>				
<b>by Functional Classification</b>				
<b>Comparison for 2020-21 and 2021-22</b>				
	<b>2020-21</b>	<b>2021-22</b>	<b>\$ Change</b>	<b>% Change</b>
Instruction	\$133,956,095	\$141,826,016	\$8,598,472	6.48%
Public Service	\$269,600	\$195,218	(\$74,382)	-48.07%
Library	\$4,542,804	\$4,679,807	\$137,003	3.06%
Academic Support	\$29,044,547	\$29,429,718	\$364,125	1.20%
Athletics	\$4,262,331	\$5,614,982	\$1,352,651	31.78%
Student Services	\$21,860,457	\$24,784,110	\$2,750,492	14.06%
Institutional Support	\$56,252,055	\$57,034,549	\$782,494	1.49%
Scholarships	\$1,385,486	\$1,535,486	\$150,000	5.32%
O&M	\$22,152,969	\$23,894,114	\$1,869,545	8.58%
<b>Total Expenditures</b>	<b>\$273,192,000</b>	<b>\$288,994,000</b>	<b>\$15,802,000</b>	<b>5.88%</b>

Table 6

## 2021-22 Education & General Base Operating Budget by Functional Classification

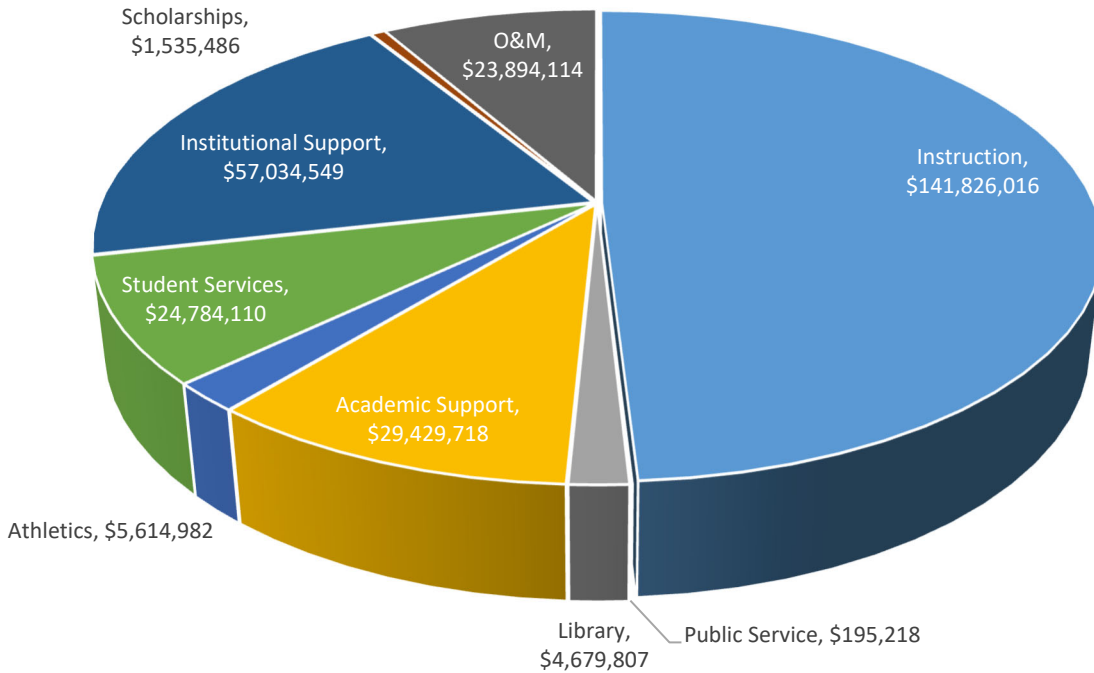


Figure 13

<b>Percent of Budget by Functional Classification</b>					
	2017-18	2018-19	2019-20	2020-21	2021-22
Instruction	48.96%	48.98%	49.37%	48.77%	49.08%
Public Service	0.09%	0.08%	0.06%	0.10%	0.07%
Academic Support	10.95%	11.51%	11.32%	10.64%	10.18%
Library	1.73%	1.67%	1.66%	1.66%	1.62%
Student Services	7.88%	7.52%	7.27%	8.07%	8.58%
Athletics	1.61%	1.58%	1.58%	1.56%	1.94%
Institutional Support	19.07%	19.31%	19.58%	20.59%	19.73%
Scholarships	1.06%	1.11%	1.05%	0.51%	0.53%
O&M	8.65%	8.23%	8.10%	8.11%	8.27%
<b>TOTAL</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

Table 7

<b>Appropriated Base Operating Budget</b>				
<b>by Natural Classification</b>				
<b>Comparison for 2020-21 and 2021-22</b>				
EDUCATION AND GENERAL				
	<b>2020-21</b>	<b>2021-22</b>	<b>\$ Change</b>	<b>% Change</b>
Faculty Salaries	\$60,119,849	\$63,429,052	\$3,309,203	5.50%
Faculty Hourly	\$18,045,215	\$19,387,129	\$1,341,914	7.44%
Executive Salaries	\$5,565,381	\$6,077,380	\$511,999	9.20%
Staff Salaries	\$66,130,138	\$73,213,401	\$7,083,263	10.71%
Staff Hourly	\$11,711,234	\$12,626,202	\$914,968	7.81%
<b>Total Salaries &amp; Wages</b>	<b>\$161,571,817</b>	<b>\$174,733,164</b>	<b>\$13,161,347</b>	<b>8.15%</b>
Employee Benefits	\$69,186,649	\$73,770,849	\$4,584,200	6.63%
<b>Total Personnel Services</b>	<b>\$230,758,466</b>	<b>\$248,504,013</b>	<b>\$17,745,547</b>	<b>7.69%</b>
Current Expense	\$35,464,995	\$33,172,238	-\$2,292,757	-6.46%
Travel	\$1,365,811	\$1,313,771	-\$52,040	-3.81%
Capital Equipment	\$317,996	\$312,996	-\$5,000	-1.57%
Fuel & Power	\$3,899,246	\$4,155,496	\$256,250	6.57%
Scholarships	\$1,385,486	\$1,535,486	\$150,000	10.83%
<b>Total Expenditures</b>	<b>\$273,192,000</b>	<b>\$288,994,000</b>	<b>\$15,802,000</b>	<b>5.78%</b>

Table 8

## 2021-22 Education & General Base Operating Budget by Natural Classification

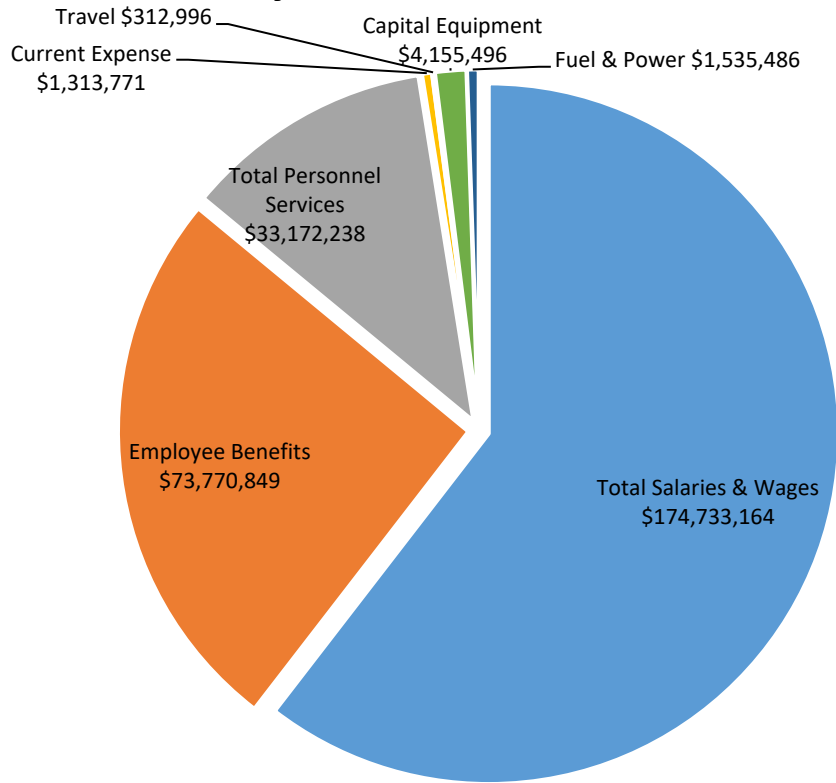


Figure 14

<b>Percent of Budget by Natural Classification</b>					
	2017-18	2018-19	2019-20	2020-21	2021-22
Salaries & Wages	57.8%	58.0%	59.5%	59.2%	60.5%
Employee Benefits	25.5%	25.3%	25.0%	25.3%	25.5%
Current Expense	13.4%	13.5%	12.3%	13.0%	11.5%
Travel	0.5%	0.5%	0.5%	0.5%	0.5%
Capital Equipment	0.2%	0.2%	0.2%	0.1%	0.1%
Fuel & Power	1.5%	1.5%	1.5%	1.4%	1.4%
Scholarship	1.1%	1.0%	1.0%	0.5%	0.5%
<b>TOTAL</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Table 9

## Educationally Disadvantaged

<b>2020-21 TO 2021-22 Revenue Changes</b>			
<b>Educationally Disadvantaged</b>	<b>2020-21 Initial Budget</b>	<b>Changes for 2021-22 Budget</b>	<b>2021-22 Initial Budget</b>
<b>Tax Funds (Education Fund)</b>	<b>\$185,000</b>	<b>\$5,700</b>	<b>\$190,700</b>
Salary, wage, and medical benefit increases		\$5,700	
<b>TOTAL</b>	<b>\$185,000</b>	<b>\$5,700</b>	<b>\$190,700</b>
		<b>3.1%</b>	

Table 10

<b>Educationally Disadvantaged Appropriated Base Operating Budget by Natural Classification Comparison for 2020-21 and 2021-22</b>				
<b>Student Services</b>	<b>2020-21</b>	<b>2021-22</b>	<b>\$ Change</b>	<b>% Change</b>
Staff Salaries	\$116,409	\$118,330	\$1,921	1.7%
Staff Hourly	\$2,881	\$8,869	\$5,988	207.8%
Total Salaries & Wages	\$119,290	\$127,199	\$7,909	6.6%
Employee Benefits	\$65,710	\$63,501	-\$2,209	-3.4%
Total Personal Services	\$185,000	\$190,700	\$5,700	3.1%
<b>Total Expenditure</b>	<b>\$185,000</b>	<b>\$190,700</b>	<b>\$5,700</b>	<b>3.1%</b>

Table 11

## Fire and Rescue Training

During the 2020 general legislative session, Senate Bill 209 allocated tax funds from the Utah Fire Prevention Board to Utah Valley University to operate a fire and rescue training program with advice and support from the Utah Fire Prevention Board. UVU has previously provided this training through a grant, rather than a direct appropriation. This funding supports UVU operating a statewide fire and rescue service program that

- a. Provides instruction, training, and testing for UVU students and firefighters and emergency rescue personnel throughout the state, whether paid or volunteer.
- b. Explores new methods of firefighting, fire training, and fire prevention.
- c. Provides training for fire and arson detection and investigation.
- d. Provides training to students, firefighters, and emergency rescue personnel on how to conduct public education programs to promote fire safety.
- e. Provides for certification of firefighters, pump operators, instructors, officers, and rescue personnel.
- f. Provides facilities and props for teaching firefighting and emergency rescue skills.

<b>2020-21 to 2021-22 Revenue Changes</b>			
<b>Fire and Rescue Training</b>	<b>2020-21 Initial Budget</b>	<b>Changes for 2021-22</b>	<b>2021-22 Initial Budget</b>
<b>Tax Funds (Education Fund)</b>	<b>\$4,200,000</b>	<b>\$374,900</b>	<b>\$4,574,900</b>
Salary, wage, and medical benefit increase		\$74,900	
Program support		\$300,000	
<b>TOTAL</b>	<b>\$4,200,000</b>	<b>\$374,900</b>	<b>\$4,574,900</b>
		<b>8.9%</b>	

Table 12

<b>Fire and Rescue Training</b>				
<b>Appropriated Base Operating Budget</b>				
<b>by Natural Classification</b>				
<b>Comparison for 2020-21 and 2021-22</b>				
	2020-21	2021-22	\$ Change	% Change
Executive Salaries	\$11,015	\$11,952	\$937	8.5%
Staff Salaries	\$1,303,978	\$1,378,748	\$74,770	5.7%
Hourly Faculty	\$660,000	\$680,460	\$20,460	3.1%
Hourly Staff	\$160,000	\$163,680	\$3,680	2.3%
<b>Total Salaries &amp; Wages</b>	<b>\$2,134,993</b>	<b>\$2,234,840</b>	<b>\$99,847</b>	<b>4.7%</b>
Employee Benefits	\$933,980	\$953,146	\$19,166	2.1%
<b>Total Personnel Services</b>	<b>\$3,068,973</b>	<b>\$3,187,986</b>	<b>\$119,013</b>	<b>3.9%</b>
Current Expense	\$964,027	\$1,219,914	\$255,887	26.5%
Travel	\$167,000	\$167,000	\$0	0.0%
Capital			\$0	
<b>Total Expenditure</b>	<b>\$4,200,000</b>	<b>\$4,574,900</b>	<b>\$374,900</b>	<b>8.9%</b>

Table 13

## Auxiliaries Operating Budget

Utah Valley University has four Auxiliaries (as defined by the Utah Board of Higher Education)—Campus Store, Dining Services, Student Center Services, and Student Life & Wellness Center. Revenue and expenditure budgets are presented for each of these Auxiliaries.

### Revenue

Revenue consists of three sources:

- ✓ General Student Fees
- ✓ Sales and Services
- ✓ Other income including rental income

Revenue beyond expenditures is committed to support the debt service on bonds.

### Expenditures

Auxiliaries participate in UVU's PBA process and are subject to the same compensation changes as appropriated budgets.

<b>Bookstore Operating Budget Comparison for Fiscal Years 2020-21 and 2021-22</b>				
	2020-21	2021-22	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$4,510,557	\$4,373,000	-\$137,557	-3.05%
Student Fees			\$0	0.00%
Other Income			\$0	0.00%
<b>TOTAL REVENUE</b>	<b>\$4,510,557</b>	<b>\$4,373,000</b>	<b>\$5,246,083</b>	<b>-116.31%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$457,796	\$534,392	\$76,596	16.73%
Hourly Staff	\$394,000	\$300,000	-\$94,000	-23.86%
Benefits	\$330,211	\$368,508	\$38,297	11.60%
Current Expense	\$544,000	\$475,000	-\$69,000	-12.68%
Cost of Goods Sold	\$2,706,334	\$2,672,381	-\$33,953	-1.25%
Travel	\$11,500	\$11,500	\$0	0.00%
Capital			\$0	0.00%
<b>Subtotal Expenditures</b>	<b>\$4,443,841</b>	<b>\$4,361,781</b>	<b>-\$82,060</b>	<b>-1.85%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$66,716	\$11,219	-\$55,497	-83.18%
Other Transfers	\$0	\$0	\$0	0.00%
<b>Subtotal Transfers</b>	<b>\$66,716</b>	<b>\$11,219</b>	<b>-\$55,497</b>	<b>-83.18%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$4,510,557</b>	<b>\$4,373,000</b>	<b>-\$137,557</b>	<b>-3.05%</b>

Table 14



## Dining Services Operating Budget Comparison for Fiscal Years 2020-21 and 2021-22

	2020-21	2021-22	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$3,000,000	\$3,500,000	\$500,000	16.67%
Student Fees	\$0	\$0	\$0	0.00%
Other Income	\$150,000	\$170,000	\$20,000	13.33%
<b>TOTAL REVENUE</b>	<b>\$3,150,000</b>	<b>\$3,670,000</b>	<b>\$520,000</b>	<b>16.51%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$338,679	\$417,477	\$78,798	23.27%
Hourly Staff	\$724,500	\$569,367	-\$155,133	-21.41%
Benefits	\$248,532	\$297,656	\$49,124	19.77%
Current Expense	\$420,000	\$420,000	\$0	0.00%
Cost of Goods Sold	\$1,228,500	\$1,284,500	\$56,000	4.56%
Travel	\$3,000	\$3,000	\$0	0.00%
Capital	\$5,000	\$500,000	\$495,000	9900.00%
Subtotal Expenditures	<b>\$2,968,211</b>	<b>\$3,492,000</b>	<b>\$523,789</b>	<b>17.65%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$181,789	\$178,000	-\$3,789	-2.08%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$181,789</b>	<b>\$178,000</b>	<b>-\$3,789</b>	<b>-2.08%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$3,150,000</b>	<b>\$3,670,000</b>	<b>\$520,000</b>	<b>16.51%</b>

Table 15

## Student Center Operating Budget Comparison for Fiscal Years 2020-21 and 2021-22

	2020-21	2021-22	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$183,000	\$150,000	-\$33,000	-18.03%
Student Fees	\$1,732,640	\$1,718,080	-\$14,560	-0.84%
Other Income	\$350,000	\$335,000	-\$15,000	-4.29%
<b>TOTAL REVENUE</b>	<b>\$2,265,640</b>	<b>\$2,203,080</b>	<b>-\$62,560</b>	<b>-2.76%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$700,583	\$681,686	-\$18,897	-2.70%
Hourly Staff	\$300,000	\$350,000	\$50,000	16.67%
Benefits	\$435,330	\$406,263	-\$29,067	-6.68%
Current Expense	\$794,727	\$715,131	-\$79,596	-10.02%
Travel	\$15,000	\$20,000	\$5,000	33.33%
Capital	\$15,000	\$25,000	\$10,000	66.67%
Subtotal Expenditures	<b>\$2,260,640</b>	<b>\$2,198,080</b>	<b>-\$62,560</b>	<b>-2.77%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$5,000	\$5,000	\$0	0.00%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$5,000</b>	<b>\$5,000</b>	<b>\$0</b>	<b>0.00%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$2,265,640</b>	<b>\$2,203,080</b>	<b>-\$62,560</b>	<b>-2.76%</b>

Table 16

<b>Student Life &amp; Wellness Center Operating Budget</b>				
<b>Comparison for Fiscal Years 2020-21 and 2021-22</b>				
	2020-21	2021-22	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$540,000	\$450,000	-\$90,000	-16.67%
Student Fees	\$2,826,880	\$2,723,840	-\$103,040	-3.65%
Other Income	\$0	\$0	\$0	0.00%
<b>TOTAL REVENUE</b>	<b>\$3,366,880</b>	<b>\$3,173,840</b>	<b>-\$193,040</b>	<b>-5.73%</b>
<b>EXPENDITURE/TRANSFERS</b>				
<b>Expenditures</b>				
Salaried Staff	\$773,602	\$825,058	\$51,456	6.65%
Hourly Staff	\$525,000	\$550,000	\$25,000	4.76%
Benefits	\$512,738	\$542,866	\$30,128	5.88%
Current Expense	\$1,244,966	\$1,097,884	-\$147,082	-11.81%
Cost of Goods Sold	\$15,000	\$15,000	\$0	0.00%
Travel	\$40,000	\$60,000	\$20,000	50.00%
Capital	\$50,000	\$70,000	\$20,000	40.00%
Subtotal Expenditures	<b>\$3,161,306</b>	<b>\$3,160,808</b>	<b>-\$498</b>	<b>-0.02%</b>
<b>Transfers</b>				
Transfer to Bond Payment	\$205,574	\$13,032	-\$192,542	-93.66%
Other Transfers	\$0	\$0	\$0	0.00%
Subtotal Transfers	<b>\$205,574</b>	<b>\$13,032</b>	<b>-\$192,542</b>	<b>-93.66%</b>
<b>TOTAL EXPENDITURE/TRANSFERS</b>	<b>\$3,366,880</b>	<b>\$3,173,840</b>	<b>-\$193,040</b>	<b>-5.73%</b>

Table 17

<b>Athletics Operating Budget</b>				
<b>Comparison for Fiscal Years 2020-21 and 2021-22</b>				
	2020-21	2021-22	\$ Change	% Change
<b>BEGINNING OPERATING BALANCE</b>				
Fund Balance Beginning of Fiscal Year	\$0	\$0	\$0	0%
<b>REVENUE</b>				
Sales & Services	\$896,500	\$819,500	-\$77,000	-8.59%
Student Fees	\$5,871,600	\$4,659,760	\$1,211,840	-20.64%
Donations	\$797,000	\$735,000	-\$62,000	-7.78%
Other Income	\$96,741	\$160,000	\$63,259	65.39%
<b>TOTAL REVENUE</b>	<b>\$7,661,841</b>	<b>\$6,374,260</b>	<b>\$1,287,581</b>	<b>-16.97%</b>
<b>EXPENDITURES</b>				
Salaried Staff	\$1,219,502	\$498,331	-\$721,171	-59.14%
Hourly Staff	\$560,000	\$580,000	\$20,000	3.57%
Benefits	\$692,849	\$289,960	-\$402,889	-58.15%
Current Expense	\$2,225,000	\$2,300,000	\$75,000	3.37%
Student Aid	\$1,111,277	\$800,000	-\$311,277	-28.01%
Travel	\$1,850,000	\$1,900,000	\$50,000	2.70%
Capital	\$0	\$0	\$0	0.00%
<b>TOTAL EXPENDITURES</b>	<b>\$7,658,628</b>	<b>\$6,368,291</b>	<b>\$1,290,337</b>	<b>-16.85%</b>
<b>ENDING OPERATING BALANCE</b>	<b>\$3,213</b>	<b>\$5,969</b>	<b>\$2,756</b>	<b>85.78%</b>

Table 18

## Student Health Services

### Comparison for Fiscal Years 2020-21 and 2021-22

	2020-21	2021-22	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$45,000	\$45,000	\$0	0.00%
Student Fees	\$646,421	\$478,240	-\$168,181	-26.02%
<b>TOTAL REVENUE</b>	<b>\$691,421</b>	<b>\$523,240</b>	<b>-\$168,181</b>	<b>-24.32%</b>
<b>BUDGETED EXPENDITURES</b>				
<b>Expenditures</b>				
Salaried Staff	\$326,789	\$238,325	-\$88,464	-27.07%
Hourly Staff	\$104,377	\$80,453	-\$23,924	-22.92%
Benefits	\$164,672	\$131,462	-\$33,210	-20.17%
Cost of Goods Sold	\$0	\$0	\$0	0.00%
Travel	\$4,500	\$3,000	-\$1,500	-33.33%
Current	\$91,083	\$70,000	-\$21,083	-23.15%
<b>TOTAL BUDGETED EXPENDITURES</b>	<b>\$691,421</b>	<b>\$523,240</b>	<b>-\$168,181</b>	<b>-24.32%</b>

Table 19

## Student Programs Operating Budget Comparison for Fiscal Years 2020-21 and 2021-22

	2020-21	2021-22	\$ Change	% Change
<b>REVENUE</b>				
Sales & Services	\$100,000	\$150,000	\$50,000	50.00%
Student Fees	\$2,886,240	\$2,810,080	-\$76,160	-2.64%
Other Income	\$0	\$0	\$0	0.00%
<b>TOTAL REVENUE</b>	<b>\$2,986,240</b>	<b>\$2,960,080</b>	<b>-\$26,160</b>	<b>-0.88%</b>
<b>EXPENDITURES</b>				
Salaried Staff	\$733,512	\$634,154	-\$99,358	-13.55%
Hourly Staff	\$250,000	\$200,780	-\$49,220	-19.69%
Benefits	\$429,376	\$384,320	-\$45,056	-10.49%
Current Expense	\$1,523,352	\$1,640,826	\$117,474	7.71%
Travel	\$50,000	\$100,000	\$50,000	100.00%
Capital	\$0	\$0	\$0	0.00%
Subtotal Expenditures	<b>\$2,986,240</b>	<b>\$2,960,080</b>	<b>-\$26,160</b>	<b>-0.88%</b>
<b>NET OPERATING REVENUE</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>

Table 20

# Institutional Discretionary Budget

## Revenue

Revenue generally consists of two sources--interest earnings and unrestricted gifts transferred from the UVU Foundation to UVU. Institutional Investment Income revenue is based on projected interest earnings during 2020-21 and estimated year-end balances from 2020-21. Adjustments for both actual earnings and unexpended year-end balances will be presented to the Board in the fall.

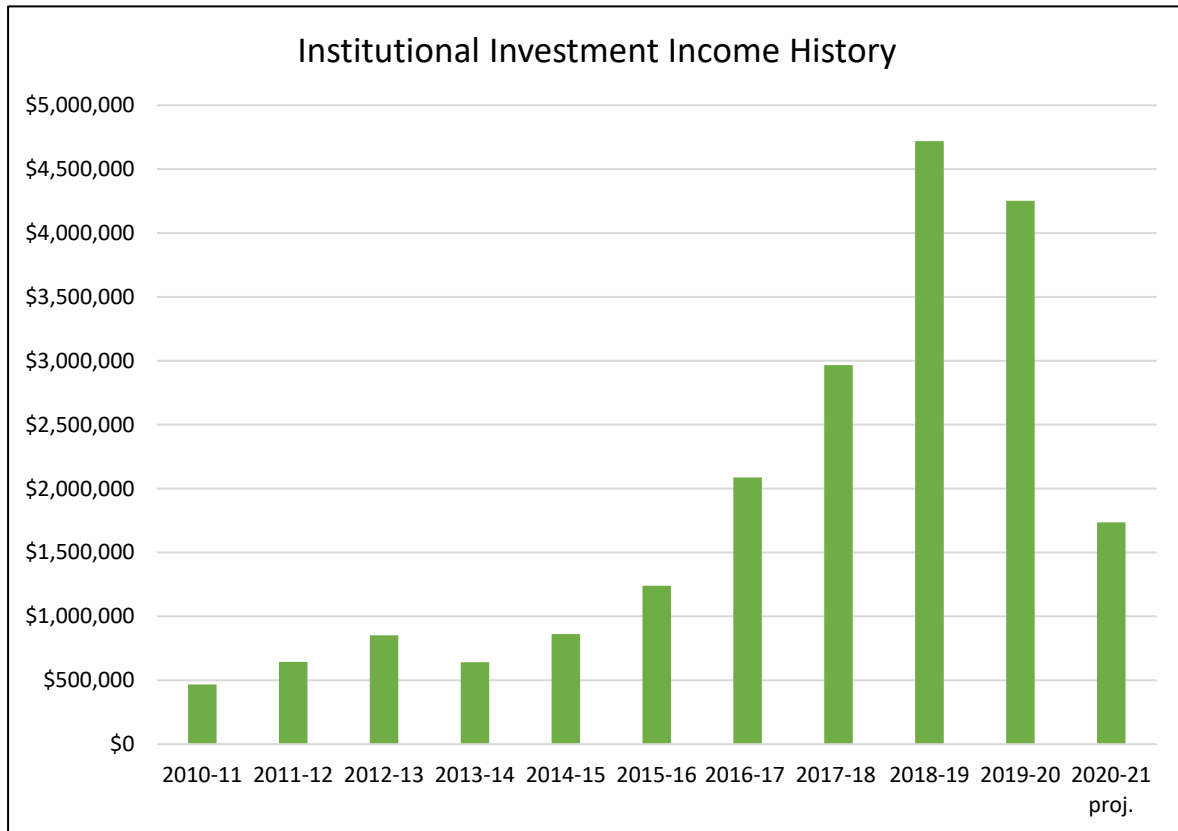


Figure 15

## Expenditures

The expenditure budget implements the resource allocations determined through UVU’s PBA process and through action of the Board of Trustees. The 2021-22 funds for Geneva Property will complete the funding for that purchase. One-time funds have been allocated for Tech Commercialization and toward a USHE marketing project.

## Institutional Discretionary Funds

2021-22 Initial Budget

June 24, 2021

### Institutional Investment Income

Revenue	2020-21			2021-22
	Initial Budget	Revisions	Revised Budget	Initial Budget
Investment Revenue From Prior Year	\$4,400,000	-\$147,601	\$4,252,399	\$1,735,000
Carry forward from Prior Year	\$1,561,809	\$5,081,918	\$6,643,727	\$1,727,051
Available Revenue	\$5,961,809	\$4,934,317	\$10,896,126	\$3,462,051

Expenditure Category/Project	2020-21			2021-22
	Initial Budget	Revisions	Revised Budget	Initial Budget
Scholarships, Fellowships and Student Aid				
International Student Scholarships	\$152,324		\$152,324	\$155,675
Scholarship (President/Land)	\$15,000	\$30,950	\$45,950	\$45,000
Wolverine Ambassador Scholarship	\$26,000		\$26,000	\$26,000
CAL Lead Housing	\$4,777		\$4,777	\$0
RCL Housing	\$179,383		\$179,383	\$179,383
CARES Task Force Housing Aid	\$30,840		\$30,840	\$30,840
Honors Housing	\$352,275		\$352,275	\$392,275
International Studies Student Aid	\$20,000		\$20,000	\$20,000
Internships	\$42,000	\$1,775	\$43,775	\$42,000
Fund Raising and Institutional Development				
Institutional Advancement Support	\$147,251		\$147,251	\$192,251
Institutional Advancement Events	\$130,000		\$130,000	\$130,000
Tech Commercialization				\$100,000
Enrichment of Institutional Cultural Programs				
MLK Event	\$10,000		\$10,000	\$10,000
Campus Development/Capital Facilities				
Museum Remodel	\$0	\$500,000	\$500,000	\$0
Institutional Advancement Facility	\$1,500,000		\$1,500,000	\$0
Geneva Property	\$1,300,000	\$4,600,000	\$5,900,000	\$1,300,000
Other Education and General Operating Support				
Student Marketing (Recruitment)	\$80,000		\$80,000	\$180,000
Out Of State Recruiting	\$30,000		\$30,000	\$30,000
International Fair	\$16,500		\$16,500	\$16,500
Contingency	\$1,925,459	-\$198,408	\$1,727,051	\$612,127
<b>TOTAL</b>	<b>\$5,961,809</b>	<b>\$4,934,317</b>	<b>\$10,896,126</b>	<b>\$3,462,051</b>

### Unrestricted Gifts

Revenue	2020-21			2021-22
	Initial Budget	Revision 1	Revised Budget	Initial Budget
Carry forward from Prior Year	\$0	\$192,982	\$192,982	\$0
Projected new revenue	\$11,000		\$11,000	\$11,000
Available Revenue	\$11,000	\$192,982	\$203,982	\$11,000

Expenditure Category	2020-21			2021-22
	Initial Budget	Revision 1	Revised Budget	Initial Budget
Fund Raising and Institutional Development				
Presidential Impact	\$0	\$23,552	\$23,552	\$0
Special Projects President	\$0	\$156,709	\$156,709	\$0
Community Outreach	\$11,000	\$12,720	\$23,720	\$11,000
<b>TOTAL</b>	<b>\$11,000</b>	<b>\$192,982</b>	<b>\$203,982</b>	<b>\$11,000</b>



# Appendixes

# Appendix A: Tuition and Fees



UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

TO: UVU Board of Trustees Executive Committee  
FROM: Linda Makin, Vice President for Planning, Budget, and Human Resources  
DATE: March 9, 2021  
SUBJECT: Proposed 2021-22 Tuition and Fees Changes

Introduction

The Utah Board of Higher Education (UBHE) holds statutory responsibility for setting tuition and fee rates for colleges and universities in the Utah System of Higher Education. In accordance with Board Policy R510, [Tuition](#), and Board Policy R516, [General Student Fees](#), President Tuminez, in consultation with UVU’s Board of Trustees and UVUSA, may recommend tuition and general student fee rate adjustments to UBHE for review and action.

UVU’s proposal to UBHE (due on March 9, 2021) is to include documentation of support from UVU’s Board of Trustees and UVUSA. As Executive Committee, your action on this proposal will be presented to the full Board of Trustees for ratification at your meeting on March 24, 2021. Upon Board approval, UVU’s 2021-22 tuition and general student fees proposal will be presented by President Tuminez and Chair Thompson for consideration by UBHE at their meeting on March 25, 2021.

Tuition and Fees

UVU’s proposed 2021-22 tuition and fees changes are comprised of three elements—legislative compensation and mandated costs match; faculty merit, rank, and tenure promotion; and shifting of some student fees to tuition.

*Legislative Compensation and Mandated Costs Match*—To fund dedicated credit revenue included in bills passed in the 2021 legislative general session, a minimum tuition increase of 1.45 percent is required. The revenue from this minimum level of increase would complete funding for a 3.0 percent salaries/wage increase, a 4.3 percent medical premium rate increase, and risk management rate increases. A tuition increase of 1.45 percent will provide funding for this cost match.

*Faculty Merit, Rank, and Tenure Promotion*—UVU requested legislative funding of \$328,000 for faculty merit, rank, and tenure promotion that was not funded. A tuition increase of 0.23 percent would provide funding for this cost.



UTAH VALLEY UNIVERSITY

VICE PRESIDENT for PLANNING, BUDGET & HUMAN RESOURCES

Shifting of Some Student Fees to Tuition--UBHE approved and implemented Board Policy R516, General Student Fees, for 2021-22. Under this policy, the Board of Trustees is to comprehensively review all general student fees to:

- Ensure the fees align with the categories limited by Board Policy R516:
o Student-approved facility construction
o Student-approved facility operations
o Student activities, programs, and services
• Determine whether each fee should be retained, transitioned to tuition or state appropriations, or be repealed

In accordance with UVU Policy 511, Student Fees, the General Student Fee Board (Fee Board) oversees the creation, review, and maintenance of UVU's general student fees. During Fall semester, the Fee Board reviewed all 2020-21 general student fees to ensure the fees align with the categories identified by UBHE Policy R516 and recommended changes as outlined in UVU Student Fee & Proposal 2020-21. These recommended changes were reviewed and approved by UVUSA and President's Council. The Fee Board then conducted their annual review of student fees and recommended a small increase for Student Programs and adjustments to Student Center O&M and SLWC O&M as outlined in UVUSA 2021-22 Student Fee Proposal. These changes were reviewed and approved by UVUSA and President's Council.

Summary of General Student Fees

Table with 4 columns: Category, 20-21, Proposed Change to Fees, Proposed 21-22. Rows include Student Programs, Campus Recreation, Arts, Building Bond, Student Center O&M, SLWC O&M, Athletics, Health Services, Technology, UTA, and Total.

Table 1



UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

The combination of these changes will reduce general student fees by \$36 and increase tuition by \$44 per full-time undergraduate student per semester.

**Impact of Shifting Some Student Fees to Tuition**

	2020-21 Tuition & Fees			Shift of Fees to Tuition			Tuition & Fees After Shift		
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total
Resident	\$2,596	\$357	\$2,953	\$44	-\$36	\$8	\$2,640	\$321	\$2,961
Non-resident	\$8,046	\$357	\$8,403	\$44	-\$36	\$8	\$8,090	\$321	\$8,411

Table 2

The total proposed tuition and fees increase per semester for full-time undergraduate students is \$52 (1.76%) for resident students and \$143 (1.7%) for non-resident students.

	2020-21 Tuition & Fees			Proposed 2021-22 Tuition & Fees			Difference		
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total
Resident	\$2,596	\$357	\$2,953	\$2,684	\$321	\$3,005	\$88	-\$36	\$52
Non-resident	\$8,046	\$357	\$8,403	\$8,225	\$321	\$8,546	\$179	-\$36	\$143

Table 3

This proposed increase is consistent with UVU’s access mission and commitment to keeping tuition and fees as low as possible and recognizes the new state tax fund support provided by the 2021 legislature. The proposed undergraduate resident tuition and fees increase of 1.76 percent continues a four-year trend of increases below 2 percent. In recommending tuition and fee increases, President’s Council is guided by UBHE’s priorities of access, completion, and affordability and by UVU’s commitment to affordable access, keeping with our integrated dual mission of community college and university.



UTAH VALLEY UNIVERSITY

VICE PRESIDENT for PLANNING, BUDGET & HUMAN RESOURCES

**Tuition & Fees Comparison**  
*(Yellow highlights indicate new graduate programs)*

Per Semester	2020-21			2021-22 Proposed			Change			
	Tuition	Fees	Total	Tuition	Fees	Total	Tuition	Fees	Total	%
<b>Undergraduate (15 credits)</b>										
Resident	\$2,596	\$357	\$2,953	\$2,684	\$321	\$3,005	\$88	-\$36	\$52	1.76%
Non-resident	\$8,046	\$357	\$8,403	\$8,225	\$321	\$8,546	\$179	-\$36	\$143	1.70%
<b>Graduate Base, MEd, MS Math Ed, MSN (12 credits)</b>										
Resident	\$3,504	\$360	\$3,864	\$3,612	\$320	\$3,932	\$108	-\$40	\$68	1.76%
Non-resident*	\$10,680	\$360	\$11,040	\$10,908	\$320	\$11,228	\$228	-\$40	\$188	1.70%
<b>MBA (12 credits)</b>										
Resident	\$7,560	\$360	\$7,920	\$7,728	\$320	\$8,048	\$168	-\$40	\$128	1.62%
Non-resident	\$16,416	\$360	\$16,776	\$16,728	\$320	\$17,048	\$312	-\$40	\$272	1.62%
<b>Macc, MPFA (12 credits)</b>										
Resident	\$6,204	\$360	\$6,564	\$6,372	\$320	\$6,692	\$168	-\$40	\$128	1.95%
Non-resident	\$15,060	\$360	\$15,420	\$15,372	\$320	\$15,692	\$312	-\$40	\$272	1.76%
<b>MSW, MaMFT, MS Clinical Mental Health Counseling, MEd School Counseling (12 credits)</b>										
Resident	\$4,392	\$360	\$4,752	\$4,512	\$320	\$4,832	\$120	-\$40	\$80	1.68%
Non-resident	\$11,568	\$360	\$11,928	\$11,808	\$320	\$12,128	\$240	-\$40	\$200	1.68%
<b>MS Computer Science (12 credits)</b>										
Resident	\$4,704	\$360	\$5,064	\$4,836	\$320	\$5,156	\$132	-\$40	\$92	1.82%
Non-resident	\$11,880	\$360	\$12,240	\$12,132	\$320	\$12,452	\$252	-\$40	\$212	1.73%
<b>MS Cybersecurity, MPS, MS Engineering &amp; Tech Mgt (12 credits)</b>										
Resident	\$5,028	\$360	\$5,388	\$5,160	\$320	\$5,480	\$132	-\$40	\$92	1.71%
Non-resident*	\$12,204	\$360	\$12,564	\$12,456	\$320	\$12,776	\$252	-\$40	\$212	1.69%
<b>Physician Assistant (12 credits)</b>										
Resident				\$9,240	\$320	\$9,560				
Non-resident				\$15,960	\$320	\$16,280				

Table 4

\*UVU is requesting non-resident students in online-only graduate programs (Master of Science in Nursing and Master of Public Services) pay resident graduate program tuition.

Use of Revenue

The proposed tuition and fees changes will generate an additional \$2,406,500 in net new tuition revenue. These funds will be utilized as follows:

Compensation and risk management	\$2,078,500
Faculty merit, rank, and tenure promotion	\$328,000
<b>Total</b>	<b>\$2,406,500</b>



UTAH VALLEY UNIVERSITY

VICE PRESIDENT *for* PLANNING, BUDGET & HUMAN RESOURCES

Proposed Actions

President's Council recommends the Trustees Executive Committee approve for full Board ratification on March 24, 2021, the following to be effective Fall 2021:

- 2021-22 General Student Fees as presented in Table 1
- 2021-22 Tuition and Fees as presented in Table 4 including
  - Establishment of a new graduate differential tuition and fees scale for the Physician Assistant's program
  - Alignment of new graduate programs with existing differential graduate tuition scales in accordance with the financing plan presented with their new program approval request and highlighted in yellow
    - Master of Clinical Mental Health Counseling and Master of Education in School Counseling with the differential tuition and fees scale of the Master of Social Work and Master of Marriage and Family Therapy
    - Master of Engineering & Technology Management with the differential tuition and fees scale of the Master of Cybersecurity and Master of Public Services
  - Elimination of non-resident tuition and fees scale for online-only graduate programs (Master of Science in Nursing and Master of Public Services) allowing non-resident students to pay resident tuition and fees
- Removal of tuition plateau (12-18 credits) for MBA graduate tuition and fee scales

# Appendix B: Mission, Values, Action Commitments, and Objectives



## Utah Valley University Mission

*Mission Statement, Values,  
Action Commitments, and Objectives*

*Approved by  
Utah Valley University Board of Trustees, April 16, 2019  
Utah State Board of Regents, May 17, 2019*

### MISSION STATEMENT

**Utah Valley University is an integrated university and community college that educates every student for success in work and life through excellence in engaged teaching, services, and scholarship.**

### VALUES

UVU’s culture supports our mission of student success. Student success encompasses both terminal degrees and the holistic education of students, and we believe that we can fulfill this mission best in an environment that allows all individuals to thrive personally and professionally. To this end, UVU operates in accordance with three core values: exceptional care, exceptional accountability, and exceptional results.

#### Exceptional Care

We invite people to “come as you are” and let them know that “UVU has a place for you.” Care means that we strive always to “see” the person in front of us—their strengths and weaknesses, struggles and triumphs, past and potential, and inherent dignity and worth. This does not mean that we set low expectations or make excuses for poor efforts. Instead, our commitment to exceptional care means that we set the bar high and provide challenging, honest conversations and feedback because we are deeply invested in seeing every member of our community succeed.



## Exceptional Accountability

We are strongly committed to working ethically and effectively. We approach each situation from a position of integrity, knowing that everything we do can help or hinder a positive student experience. We honor the resources and mandates we have been entrusted with and strive always to do our best with what is under our control. We respect each member of our community, seek to understand and fulfill our responsibilities, and recognize both individual and collective successes.

## Exceptional Results

We are committed to creating opportunity systematically for as many people as possible. Our engaged curricula, programs, and partnerships address the intellectual and practical needs of our service area and the larger community. We seek to prepare our students to thrive in a rapidly changing economy and an interdependent, complex world. We aspire to greatness in all that we do, while also measuring progress against rigorous metrics that show our students are becoming competent and ethical professionals, lifelong learners, and engaged citizens.

## ACTION COMMITMENTS AND OBJECTIVES

Student Success is the essence of UVU's mission and the focus of the mission statement. Action commitments identify thematic areas of activity that lead toward fulfillment of the mission. Objectives are specific actions that UVU will take to achieve its mission. They are not themselves specific, actionable goals for the university, but will be implemented in operational and organizational plans. Success is defined by metrics that assess achievement of the objectives. This structure is identical to UVU's current framework and complies with the requirements of the Northwest Commission on Colleges and Universities (NWCCU), UVU's institutional accreditor.

### Include

**Objective 1:** UVU integrates educational opportunities appropriate to both community colleges and universities.

**Objective 2:** UVU provides accessible, equitable, and culturally diverse learning experiences and resources for students of all backgrounds, including those historically underrepresented in higher education.

**Objective 3:** UVU fosters an inviting, safe, and supportive environment in which students, faculty, and staff can succeed.

### Engage

**Objective 1:** UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners.

**Objective 2:** UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders.

**Objective 3:** UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability.

## **Achieve**

**Objective 1:** UVU supports students in completing their educational goals.

**Objective 2:** UVU students master the learning outcomes of the university and their programs.

**Objective 3:** UVU prepares students for success in their subsequent learning, professional, and civic pursuits.

UTAH VALLEY UNIVERSITY  
2020-21 FBA Allocation Detail  
4/21/2021

Note: Amounts subject to change as 2021-22 budget is finalized

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2020-21 One-time	2021-22 Base	2021-22 One-time	2020-21 One-time	2021-22 Base	2021-22 One-time
<b>Include</b>										
UVU provides accessible and equitable education opportunities for every student who wants to receive a rewarding postsecondary education										
Objective 1: UVU integrates educational opportunities appropriate to both community colleges and universities.										
Enhance and expand STEM programs										
Bioinformatics program coordinator	Academic Affairs	CDS	455	February		\$1,844				
Computational Data Science hourly faculty	Academic Affairs	CET	405	February		\$16,948				
Microbiology hourly faculty	Academic Affairs	CDS	454	February		\$18,305				
Microbiology hourly staff	Academic Affairs	CDS	454	February		\$10,800				
Microbiology current expense	Academic Affairs	CDS	454	February		\$1,000				
Data Engineering faculty	Academic Affairs	CET	117	April		\$151,937				
Computer Science AI/Cloud/Full Stack faculty	Academic Affairs	CET	158	April		\$147,931				
Electrical Engineering faculty	Academic Affairs	CET	154	April		\$144,509				
Enhance and expand undergraduate programs										
Faculty, Architecture	Academic Affairs	CET	256	February		\$107,217				
Architecture hourly faculty	Academic Affairs	CET	463	February		\$9,552				
Operation & Supply Chain Mgt hourly faculty	Academic Affairs	WSB	462	February		\$16,369				
Operation & Supply Chain Mgt current expense	Academic Affairs	WSB	464	February		\$2,000				
Operation & Supply Chain Mgt library support	Academic Affairs	AA	464	February		\$10,000				
Surveying hourly faculty	Academic Affairs	CET	460	February		\$12,441				
Nursing Lab Simulation Technician	Academic Affairs	CHPS	45	April		\$86,242				
Nursing Faculty	Academic Affairs	CHPS	409	April		\$117,206				
Nursing Faculty	Academic Affairs	CHPS	410	April		\$117,206				
Nursing Summer ICHE (30 less Summer 20 netadds)	Academic Affairs	CHPS	411	April		\$71,309				
Lecturer, Chinese (bridge program)	Academic Affairs	CHSS	395	April		\$51,609				
Sales Faculty (less hourly equivalent)	Academic Affairs	WSB	128	April		\$154,630				
Finance Faculty (less hourly equivalent)	Academic Affairs	WSB	119	April		\$142,340				
Data Analytics Faculty	Academic Affairs	WSB	141	April		\$190,946				
Public/Community Health lecturer	Academic Affairs	CHPS	27	April		\$103,687				
National Security Studies faculty	Academic Affairs	CHPS	38	April		\$120,893				
Forensic Science faculty	Academic Affairs	CHPS	37	April		\$106,759				
Lecturer, Critical Needs	Academic Affairs	Provost		April		\$92,447				
Lecturer, Critical Needs	Academic Affairs	Provost		April		\$92,447				
Art History faculty	Academic Affairs	SOA	224	April		\$101,659				

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2020-21 One-time	2021-22 Base	2021-22 One-time	2020-21 One-time	2021-22 Base	2021-22 One-time
<b>Expand graduate programs to meet community needs</b>										
Physician Assistant Principal Faculty	Academic Affairs	CHPS	443	February		\$152,056				
Physician Assistant Principal Faculty	Academic Affairs	CHPS	444	February		\$78,706				
Physician Assistant Hourly Medical Director	Academic Affairs	CHPS	420	February		\$13,500				
Physician Assistant Instructional Faculty	Academic Affairs	CHPS	420	February		\$51,788				
Physician Assistant Hourly Staff	Academic Affairs	CHPS	420	February		\$5,000				
Physician Assistant Current/Travel/Capital	Academic Affairs	CHPS	420	February		\$200,000				
Clinical Mental Health Counseling clinical practice faculty (11-month)	Academic Affairs	CHSS	120	February		\$127,228				
Clinical Mental Health Counseling program director faculty	Academic Affairs	CHSS	317	February		\$104,916				
Clinical Mental Health Counseling staff	Academic Affairs	CHSS	121	February		\$91,355				
Clinical Mental Health Counseling current expense	Academic Affairs	CHSS	407	February		\$23,587				
School Counseling faculty (11-month)	Academic Affairs	SOE	277	February		\$127,947				
School Counseling faculty (11-month)	Academic Affairs	SOE	279	April		\$125,047				
School Counseling hourly faculty	Academic Affairs	SOE	304	February		\$11,060				
School Counseling hourly staff	Academic Affairs	SOE	406	February		\$10,800				
School Counseling current expense	Academic Affairs	SOE	304	February		\$7,500				
School Counseling coordinator	Academic Affairs	SOE	308	April		\$91,662				
Engineering & Tech Management faculty (1/2 year)	Academic Affairs	CET	408	February		\$74,487				
Engineering & Tech Management current expense	Academic Affairs	CET	408	February		\$17,500				
Math Education summer ICHE (6)	Academic Affairs	SOE	459	February		\$17,027				
Math Education hourly faculty	Academic Affairs	COG	457	February		\$10,197				
Math Education hourly faculty	Academic Affairs	COG	458	February		\$3,399				
Math Education current expense	Academic Affairs	COG	457	February		\$2,000				
<b>Objective 2: UVU provides accessible, equitable, and culturally diverse learning experiences and resources for students of all backgrounds, including those historically underrepresented in higher education.</b>										
<b>Strengthen outreach and internal support for historically underrepresented students and employees</b>										
Director, Diversity & Inclusion	CIDO	CIDO		Sept	\$60,010	\$120,019				
Latino Initiative Coordinator part to full time	Student Affairs	SSR		April		\$55,000				
Asian American Initiative hourly staff	Student Affairs	SSR		April		\$32,700				
LGBTQ+ student services hourly staff	Student Affairs	SSR	147	April			\$28,000			
Veteran success center coordinator part to full time	Student Affairs	SSR	207	April		\$45,377				
UVU Prep program support	Student Affairs	G&O	233	April	\$60,000					
<b>Expand flexible educational and online offerings</b>										
UVU Online Director	Academic Affairs	AP	292	April		\$136,657				
Marketing flexible programs	Academic Affairs	AP	303	April	\$50,000					
OTL operating funds	Academic Affairs	AP	300	April			\$85,000			
Flex learner initiatives	Academic Affairs	AP	305	April			\$50,000			
<b>Objective 3: UVU fosters an inviting, safe, and supportive environment in which students, faculty, and staff can succeed.</b>										
<b>Strengthen student health and safety</b>										
Police Officer	Finance & Admin	Facilities	365	April		\$89,511				
EQ/Title IX Investigator & Trainer	PBHR	HR	149	April		\$109,276				
Mental Health Therapist (LGBTQ+ emphasis)	Student Affairs	SL	234	April		\$126,661				
Mental Health Therapist (BIPOC emphasis)	Student Affairs	SL	397	April		\$126,750				
Mental health taskforce support	Student Affairs	SL	199	April	\$10,000		\$10,000			

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2020-21 One-time	2021-22 Base	2021-22 One-time	2020-21 One-time	2021-22 Base	2021-22 One-time
<b>Engage</b> UVU delivers rigorous, meaningful, and experiential learning opportunities driven by a shared responsibility for student success.										
<b>Objective 1: UVU faculty, staff, and students practice excellent, engaged teaching and learning activities as a community of scholars, creators, and practitioners.</b>										
Expand engaged learning support										
SOA/UC Internship Coordinator	Academic Affairs	SOA/UC	296	April		\$0				
Student intern, Internal Audit	Finance & Admin	Finance	402	April		\$8,252				
<b>Objective 2: UVU develops relationships and outreach opportunities with students, alumni, and community stakeholders.</b>										
<b>Strengthen UVU's Community Engagement, Fundraising, and Communications Efforts</b>										
Director, Social Media & Web Strategy	Marketing & Comm	Mar/Comm	381	April		\$122,000				
Manager, Social Media	Marketing & Comm	Mar/Comm	382	April		\$94,862				
Marketing Communications Manager	Marketing & Comm	Mar/Comm	351	April		\$93,492				
Targeted social media outreach	Marketing & Comm	Mar/Comm	382	April			\$100,000			
Social media campaign development	Marketing & Comm	Mar/Comm	451	April	\$50,000					
80th anniversary campaign	Marketing & Comm	Mar/Comm	451	April	\$80,000					
Museum at Lakemount Manor branding	Marketing & Comm	Mar/Comm	240	April			\$100,000			
Major Gifts Officer and reorganization	Institutional Adv	IA	4	April		\$146,633				
Communications hourly staff	Institutional Adv	IA	243	April		\$32,700				
Assistant Director, Annual Giving	Institutional Adv	IA	261	April		\$98,216				
Assistant Director, Executive Events	Institutional Adv	IA	327	April		\$80,294				
Executive Events hourly staff	Institutional Adv	IA		April				\$45,000		
Capital campaign planning	Institutional Adv	IA	233	April					\$300,000	
Silicon Slopes lease and sponsorship through 2023	Academic Affairs	WSB	6	April	\$150,000					
Executive Education specialist	Academic Affairs	COED	342	April				\$39,960		
Civic Thought & Leadership Director	Academic Affairs	Provost	433	April			\$86,400			
<b>Objective 3: UVU employees demonstrate a commitment to student success, professionalism, ethics, and accountability.</b>										
<b>Employee compensation and training</b>										
Leadership development programs	PBHR	HR	87	April		\$20,000				
Full-time Faculty			324, 329, 368	April		\$3,562,008				
Full-time Staff			324	April		\$3,171,324				
Executives			324	April		\$264,702				
Adjunct Faculty			324	April		\$625,673				
Hourly Staff			324	April		\$411,546				
<b>Achieve</b> UVU champions a university experience that helps students realize their educational, professional, and personal aspirations.										
<b>Objective 1: UVU supports students in completing their educational goals.</b>										
Improve student retention and completion										
First-year Advising Center Counselors (8)	Academic Affairs	AP	244	April		\$708,864				
Senior Director, University Advising	Academic Affairs	AP	403	April		\$147,889				
Counselor, Pre-Health	Academic Affairs	UC	250	April		\$0				
First year experience programming	Student Affairs	SSR	206	April			\$35,000			
New student orientation logistical support	Student Affairs	SSR	383	April	\$130,000					
Peer advising pilot	Student Affairs	SSR	246	April			\$162,000			

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated		
					2020-21 One-time	2021-22 Base	2021-22 One-time	2020-21 One-time	2021-22 Base	2021-22 One-time
<b>Increase sections to meet enrollment growth</b>										
CHPS net add sections	Academic Affairs	CHPS			\$170,887	\$176,184				
CHSS net add sections	Academic Affairs	CHSS			\$31,591	\$32,570				
COS net add sections	Academic Affairs	COS			\$14,641	\$15,095				
CET net add sections	Academic Affairs	CET			\$61,323	\$63,224				
SOE net add sections	Academic Affairs	SOE			\$19,692	\$20,302				
UC net add sections	Academic Affairs	UC			\$5,554	\$5,726				
WSB net add sections	Academic Affairs	WSB			\$119,728	\$123,440				
<b>Support instructional, academic support, and student services programs and services</b>										
Finance Manager	Academic Affairs	SOA	217	April		\$91,662				
Associate Dean, Health	Academic Affairs	CHPS	103	April		\$171,932				
Special Assistant to the Provost	Academic Affairs	Provost	343	April		\$154,034				
Museum Education Manager	Academic Affairs	SOA	312	April		\$80,126				
Gas chromatograph-mass spectrometer	Academic Affairs	CHPS	46	April	\$191,508					
Impact Assessment Coordinator	Student Affairs	VP	328	April		\$101,719				
Transfer credit specialist part to full time	Student Affairs	EM	266	April		\$26,965				
Campus visit coordinator part to full time	Student Affairs	EM	268	April		\$42,301				
Admissions coordinator part to full time	Student Affairs	EM	270	April		\$57,301				
Graduation supplies	Student Affairs	EM	313	April			\$20,000			
2021 Commencement logistical support	Finance & Admin	UR		February	\$71,360					
<b>Objective 3: UVU prepares students for success in their subsequent learning, professional, and civic pursuits.</b>										
<b>Sustain engaged learning opportunities</b>										
Presidential Internship for VP PC, Vice Provost, VP DT		HR/AA/DT		April	\$20,000	\$60,000				
Director, Excellence & Innovation	Finance & Admin	VP	288	April		\$113,322				
<b>Organizational Sustainability</b>										
UVU strategically works to support and sustain the programs, services, technology, and infrastructure to fulfill the university's mission.										
<b>Implement and sustain innovative practices and technology solutions</b>										
BI Developer	Digital Transform	ASDS	72	April		\$115,322				
ETL Developer	Digital Transform	ASDS	71	April		\$129,454				
BI consulting & training	Digital Transform	ASDS	77	April	\$25,000					
Project Manager	Digital Transform	CTO	53	April		\$117,560				
Oracle Active Data Guard	Digital Transform	CTO	63	April	\$300,000	\$60,000				
UPS Lifecycle Replacement	Digital Transform	CTO	42	April	\$78,000	\$27,600				
Nintex Promapp Software	Digital Transform	CTO	59	April		\$16,200				
Business data glossary system	Digital Transform	ASDS	428	April	\$150,000					
Cloud delivery hardware/licensing	Digital Transform	CTO	101	April	\$165,000					
AWS redshift 3-year contract	Digital Transform	CTO	436	April	\$36,000					
Software for Student Affairs	Digital Transform	CTO	432	April	\$326,000					
Atlassian contract work	Digital Transform	CTO	429	April	\$45,000					
Salesforce license (1-year)	Academic Affairs	COED	339	April	\$120,000					

Action Commitments and Objectives	Division	School / College/ Unit	Request #	Allocation	Appropriated			Non-Appropriated			
					2020-21 One-time	2021-22 Base	2021-22 One-time	2020-21 One-time	2021-22 Base	2021-22 One-time	
<b>Provide operation and maintenance funds for new facilities</b>											
Fuel & power, Keller Building	Finance & Admin	Facilities	355	April		\$307,500	-\$51,250				
Water & trash, Keller Building	Finance & Admin	Facilities	356	April		\$102,500	-\$17,083				
O&M contingency	Finance & Admin	Facilities	358	April		\$271,102	-\$82,348				
Low voltage specialist, Keller Building	Finance & Admin	Facilities	359	April		\$72,078	-\$12,013				
Administrative support	Finance & Admin	Facilities	360	April		\$57,575	-\$9,596				
Custodial (4), Keller Building	Finance & Admin	Facilities	363	April		\$230,300	-\$38,383				
Facilities Systems Administrator	Finance & Admin	Facilities	362	April		\$105,414					
Assistant Director, HVAC	Finance & Admin	Facilities	366	April		\$117,471					
Project Foreman	Finance & Admin	Facilities	361	April		\$100,583	-\$16,764				
Pest Control Technician	Finance & Admin	Facilities	364	April		\$67,377	-\$11,230				
Recycling fees, Keller Building	Finance & Admin	Facilities	357	April		\$35,000	-\$5,833				
<b>Enhance and remodel facilities</b>											
LC 4th floor branding	Student Affairs	VP	208	April	\$50,000						
Classroom refresh (2 years)	Digital Transform	CTO	65/69	April	\$656,000						
Museum moving/storage	Finance & Admin	Facilities	399	April	\$75,000						
Art/Design FFE	Finance & Admin	Facilities	241	April	\$100,000						
Sorenson Student Center remodel	Finance & Admin	Facilities	396	April						\$60,800	
Program remodel of Woodbury building	Finance & Admin	Facilities		April	\$300,000						
Lehi Campus A/V	Academic Affairs	COED	391	April	\$250,000						
Canyon Park Café floor update	Finance & Admin	Facilities	133	April				\$90,000			
<b>Provide staffing, operating funds, and equipment to support programs and services</b>											
Women's Volleyball Assistant Coach part to full time	Finance & Admin	Athletics		April		\$38,317					
Men's Basketball strength coach part to full time	Finance & Admin	Athletics		April		\$43,317					
Wrestling strength coach part to full time	Finance & Admin	Athletics		April		\$40,000					
Director, Tax Compliance	Finance & Admin	Finance	401	April					\$136,637		
Tech commercialization seed funds	OGC	OGC	417	April						\$100,000	
<b>Budget stabilization and rate changes</b>											
Institutional HEERF funding (see Supplemental PBA Allocation sheet)								\$26,972,072			
Library database inflation	Academic Affairs	AA	144	April		\$30,000					
CCS leadership funding bridge	Academic Affairs	Provost	348	April			\$80,001				
CampusLogic rate increase	Student Affairs	EM	269	April					\$40,000		
Software and hardware maintenance and licensing increases	Digital Transform	CTO	22	April	\$284,000						
LinkedIn Learning contract for students	Digital Transform	CTO	435	April	\$209,400						
Honors housing inflation	Academic Affairs	AA	265	April					\$40,000		
Increased cost of attendance funds	Finance & Admin	Athletics	264	April		\$150,000					
Super senior scholarships	Finance & Admin	Athletics	230	April			\$390,434				
Shift of student fees to tuition				April		\$2,098,621			-\$2,098,621		
Risk Management rate changes	General Counsel	OGC		April		\$74,400					
Attorney General reimbursement	General Counsel	OGC		April		\$3,100					
<b>TOTAL</b>						<b>\$4,465,694</b>	<b>\$19,718,101</b>	<b>\$902,335</b>	<b>\$27,062,072</b>	<b>-\$1,797,004</b>	<b>\$460,800</b>





## 2021-2022 Salary and Wage Increases

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Within the boundaries of financial feasibility and sustainability, Utah Valley University implements compensation increases aligned with [UVU's Compensation Philosophy](#). UVU seeks to provide wages, salaries, and benefits that are competitive within appropriate labor markets, promote internal equity across diverse university functions, and ensure consistency in meeting compliance requirements while remaining flexible in responding to internal and external workforce changes. Salary and wage increases are established to reward performance, respond to external labor market changes, and promote internal equity.

### Full-time Faculty

- A. Effective July 1, 2021, all full-time salaried faculty will receive
  - 2.3 percent base salary cost-of-living increase
  
- B. All full-time salaried faculty in good standing are eligible to receive a market equity base salary increase. Market equity increases are determined based on the faculty member's compa-ratio compared to market equity targets established by Academic Affairs. UVU has allocated 1.41 percent of budgeted base faculty salaries to fund 2021-2022 faculty market equity base salary increases.
  - A faculty member's compa-ratio is calculated by comparing the faculty member's base salary to market survey midpoint for the benchmarked position (based on rank and discipline).
  - The minimum faculty market equity increase will be \$250; the maximum faculty market equity increase will be \$5,000.
  
- C. Full-time salaried faculty members approved for rank or tenure promotion will receive base salary increases as follows:
  - Advancement to Associate Professor: \$4,000
  - Advancement to Professor: \$6,000
  
- D. Tenured faculty members are eligible to receive a merit pay base salary increase in accordance with the Faculty Senate approved implementation plan for Policy 654.
  - Year Three (2020-21) implementation
    - Qualified faculty tenured in a year ending in 0 or 5 receive \$1,440
    - All qualified tenured faculty receive \$132
  - Year Four (2021-22) implementation
    - Qualified faculty tenured in a year ending in 6 or 1 receive \$1,920
    - All qualified tenured faculty receive \$78
  
- E. Summer ICHE rate will increase from \$2,242 to \$2,309 per credit hour beginning with Summer 2021.

F. Stipends for department chairs and directors will increase by 2.3 percent beginning July 1, 2021.

### Adjunct Faculty

Adjunct Faculty hourly and semester appointment pay rates will increase by 3.1 percent effective Summer 2021 (rate for a 3-credit hour course will increase from \$3,065 to \$3,160). Appropriated hourly faculty budgets will be increased by 3.1 percent.

### Exempt and Non-Exempt Full-time Staff

- A. Effective July 1, 2021, all full-time exempt and non-exempt staff will receive
  - 2.3 percent base salary cost-of-living increase
- B. Staff are eligible to receive a merit pay increase, effective July 1, 2021, if
  1. Employed in a full-time position by June 30, 2020, and
  2. 2020 performance evaluation was submitted by March 15, 2021, and
  3. In good standing as of July 1, 2021

Staff merit pay increases are based on the staff member's compa-ratio and performance evaluation rating. Below is a sample merit matrix. The compa-ratio ranges and the merit ratings ranges (column and row headings) are the same across the university; the percentage increases (in gray) are for illustration purposes only. HR generates a unique merit matrix for each division calculated to distribute that division's portion of merit funds based on the distribution of that division's performance evaluation ratings and compa-ratios. UVU has allocated 1.25 percent of budgeted base staff salaries to fund 2021-2022 staff merit pay increases. *Please note that HR will provide President's Council with an overall university merit matrix as an example of 2021-22 implementation; individual division/school/college matrices will vary from the overall university example.*

**Compa-ratio Ranges**

	Compa-ratio Ranges			
	< 90%	≤ 90% but < 105%	≥ 105% but < top of salary scale for the grade	> top of salary scale for the grade
≤ 2.4	0.00%	0.00%	0.00%	0.00%
2.5 to 2.9	0.50%	0.25%	0.00%	0.00%
3.0 to 3.4	1.00%	0.50%	0.50%	0.50%
3.5 to 3.9	1.50%	1.25%	1.00%	1.00%
4.0 to 4.4	2.00%	1.75%	1.50%	1.50%
≥ 4.5	2.50%	2.25%	2.00%	2.00%
<b>Base Salary Increase</b>				<b>1 time merit payment</b>

Illustration Purposes Only

Approved by President's Council on March 25, 2021

- C. Some non-exempt staff may receive pay increases, effective July 1, 2021, resulting from the following:
  - 1. The elimination of grades 7-10 from the staff salary scale
  - 2. The movement of positions from grades 7-10 to grade 11 or higher
  - 3. Adjustments to address compression directly created by moving positions from grades 7-10
  - 4. Adjustment of the nonexempt staff salary scale to reflect minimum hourly rate of \$12.75; staff with salaries falling below 80 percent of the adjusted grade midpoint will be increased to 80 percent
  - 5. UVU has allocated 0.25 percent of budgeted base staff salaries to adjust the hourly minimum wage to \$12.75 and address compression.
- D. UVU has allocated 0.32 percent of budgeted base staff salaries to address staff market equity. The minimum staff market equity increase will be \$250; the maximum staff market equity increase will be approximately \$5,000.

#### Hourly Staff

- A. All hourly staff, including students, will receive a 2.3 percent pay rate increase effective July 1, 2021.
- B. Some hourly staff may receive market equity pay increases, effective July 1, 2021, resulting from the following:
  - 1. The elimination of grades 7-10 from the staff salary scale
  - 2. The movement of positions from grades 7-10 to grade 11 or higher
  - 3. Adjustments to address compression directly created by moving positions from grades 7-10
  - 4. Adjustment of the nonexempt staff salary scale percent to reflect minimum hourly rate of \$12.75; staff with salaries falling below 80 percent of the adjusted grade midpoint will be increased to 80 percent
  - 5. UVU has allocated 0.95 percent of budgeted hourly staff wages to adjust the hourly minimum wage to \$12.75.
- C. The 2021-2022 student hourly rate scale will be remain the same with a minimum hourly rate of \$9.00 and a maximum hourly rate of \$18.00.

#### Executives (excluding the President whose salary is established by the Utah Board of Higher Education)

- A. Effective July 1, 2021, all executives will receive
  - 2.3 percent base salary cost-of-living increase
- B. Executives in good standing are eligible to receive a merit/market equity pay increase as determined by the President, effective July 1, 2021, if a performance evaluation has been completed. UVU has allocated 1.57 percent of executive salaries for executive merit and market equity.

**2021-2022 MEDICAL BENEFIT PREMIUMS**  
**Approved by President's Council, March 9, 2021**

**2021-2022 Monthly Benefit Premiums**

	Participating (PAR) Network			Preferred ValueCare (PVC) Network		
	Single	Two-Party	Family	Single	Two-Party	Family
<b>Traditional</b>						
Employee Premium	\$75.96	\$167.08	\$235.44	\$39.22	\$86.30	\$121.60
University Contribution	\$614.46	\$1,351.84	\$1,904.86	\$614.46	\$1,351.84	\$1,904.86
<b>Internal Dual Coverage</b>						
Employee Premium	-	\$243.04	\$311.38	-	\$125.52	\$160.82
University Contribution	-	\$1,966.30	\$2,519.32	-	\$1,966.30	\$2,519.32
<b>High Deductible</b>						
Employee Premium	\$22.30	\$49.04	\$69.10	\$0.00	\$0.00	\$0.00
University Contribution	\$614.46	\$1,351.84	\$1,904.86	\$614.46	\$1,351.84	\$1,904.86
<b>Dental</b>						
Employee Premium	\$12.66	\$16.20	\$23.56	-	\$28.86	\$36.22
University Contribution	\$50.64	\$64.76	\$94.24	-	\$115.40	\$144.88

**2020-2021 Monthly Benefit Premiums**

	Participating (PAR) Network			Preferred ValueCare (PVC) Network		
	Single	Two-Party	Family	Single	Two-Party	Family
<b>Traditional</b>						
Employee Premium	\$75.96	\$167.08	\$235.44	\$39.22	\$86.30	\$121.60
University Contribution	\$614.46	\$1,351.84	\$1,904.86	\$614.46	\$1,351.84	\$1,904.86
<b>Internal Dual Coverage</b>						
Employee Premium	-	\$243.04	\$311.38	-	\$125.52	\$160.82
University Contribution	-	\$1,966.30	\$2,519.32	-	\$1,966.30	\$2,519.32
<b>High Deductible</b>						
Employee Premium	\$22.30	\$49.04	\$69.10	\$0.00	\$0.00	\$0.00
University Contribution	\$614.46	\$1,351.84	\$1,904.86	\$614.46	\$1,351.84	\$1,904.86
<b>Traditional Dental</b>						
Employee Premium	\$12.66	\$16.20	\$23.56	-	\$28.86	\$36.22
University Contribution	\$50.64	\$64.76	\$94.24	-	\$115.40	\$144.88

**Dental**

Employee Premium  
University Contribution

Single	Two-Party	Family
\$12.66	\$16.20	\$23.56
\$50.64	\$64.76	\$94.24

Single	Two-Party	Family
-	\$28.86	\$36.22
-	\$115.40	\$144.88