

2021-2022 Salary and Wage Increases

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			
		< 90%	≤ 90% but < 105%	≥ 105% but < top of salary scale for the grade	> top of salary scale for the grade
Merit Ranges (Performance Review Composite Score)	≤ 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%
Base Salary Increase					1 time merit payment

- 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.