

People & Culture

2021-2022 Planning, Budget, and Assessment

Marilyn Meyer October 27, 2021



Division of People & Culture





Marilyn Meyer Vice President of People & Culture







Drew Burke



























Ashlyn Robb





People & Culture Employees

Full-time: 28 Part-time: 7 Total: 35

Women: 26 Men: 11 Total: 35



Department Leaders

Full-time Staff



Kelly Wixom









Cathy Krug

2021 – 2022 Priorities



Workforce



In Process

- Vision 2030
- Great UVU Leaders
- UVULEAD, UVSELF, People Managers

Next Steps

- Define Inspired Leadership
- Communicate & align effectively
- Drive vision, strategy, & execute

Ongoing

Highly Productive Workforce

Empowered

- Acquire the right talent for today & future
- Develop the right workforce for today & future
- Lead, change, & adapt

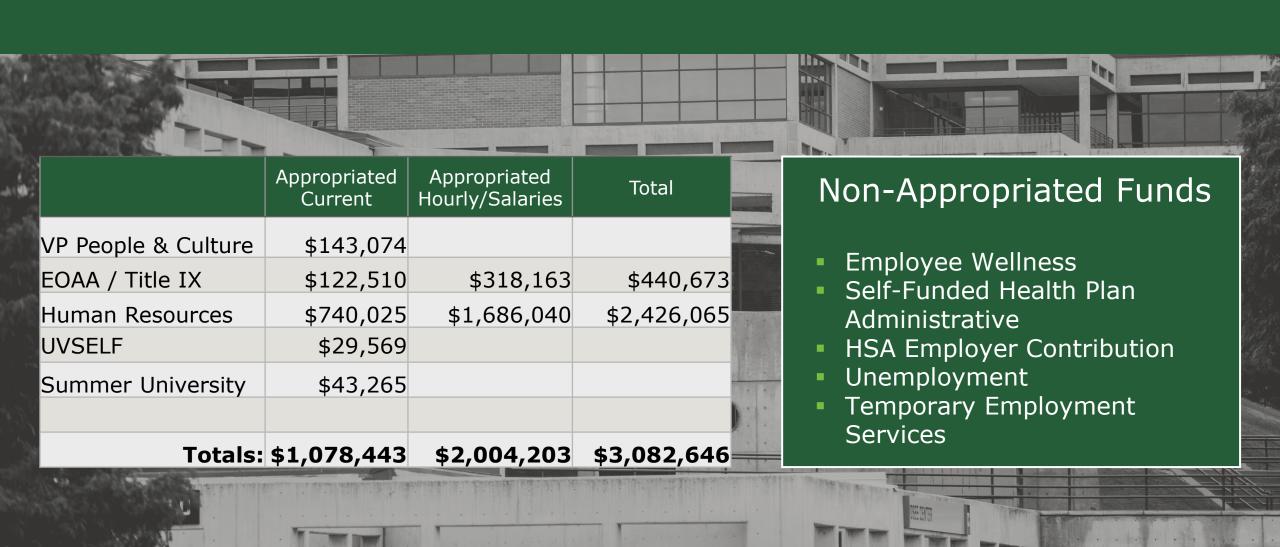
In Process

Inclusion Plan

Next Steps

- Campus Climate Survey
- Enable a cohesive culture & brand
- Identify new analytics of culture

Spending



Spending Impact

High Impact

Required

Improvement

- Food Truck Fridays
- Employee Appreciation Events
- LinkedIn Learning
- Summer University
- UVSELF
- Years of Service Recognition
- Retirement Recognition

- Outside Compensation Consultant
- Mamavas
- Employee Americans with Disabilities Act
- Title IX Trainings & Software
- EOAA Outside Investigators & Trainings

- Hiring
- Job Descriptions
- Search Advocacy

Plans

| | Request | Carry Forward Funds | PBA Request |
|--|---|------------------------|-------------|
| | Compensation Consultant Funds | \$22,250 | |
| | Workplace safety drug & alcohol testing | \$6,000 | |
| | Food Truck Fridays | | \$17,500 |
| | Athletic Employee Appreciation Events | | \$10,500 |
| | Years of Service Appreciation Event | | \$3,500 |
| | Retirement Appreciation Dinner | | \$4,000 |
| | TOTALS: | \$28,250 | \$35,500 |
| | | | |

Exceptional Care

Organizational Sustainability 1: UVU Strategically allocates resources to support and sustain programs, services, technology, and infrastructure.

Quality Improvement Initiative: Employee Appreciation and Recognition

Because of the rising food costs and increasing attendance additional funding for employee recognition events is needed for the following:

- Food Truck Friday (1400 more vouchers, increased cost of food)
- Employee appreciation athletic events (1500 more vouchers, increased cost)
- Years of service recognition (50 more employees recognized over 5 years)
- Retirement recognition (20 more employees over 5 years)

Appropriated on-going request #222 \$ 35,000

Request #222