



2024-2024 Stewardship Report
Office of People & Culture

GVUTM

A PLACE FOR YOU



Unit Description

	2023-24 BUDGET	2024-25 BUDGET	1 YEAR \$ CHANGE	1 YEAR % CHANGE
INSTITUTIONAL ENGAGEMENT & EFFECTIVENESS	\$439,512	\$1,153,710	\$714,198	162.5%
EQUITY & TITLE IX	\$557,629	\$654,359	\$96,730	17.35%
PACE	\$198,246	\$198,336	\$90	0.05%
VP PEOPLE & CULTURE	\$3,286,486	\$3,195,833	-\$90,653	-2.76%
P&C TOTALS	\$4,481,873	\$5,202,238	\$720,365	16.07%

2023-2024 ASSESSMENT RESULTS



	Resource Request	Allocation Type	Amount	Reported Results
22-23	Equity & Title IX Deputy Coordinator	Appropriated, 2023-2024 Base	\$80,013	Hired Robert Jaramillo Sept 2023. <ul style="list-style-type: none"> • Video training for Title IX ensures we comply with State and Federal Laws. • Improved response time on Title IX Cases.
	Employee Experience and Wellness Coordinator	Appropriated, 2024-2025 Base	\$69,301	Converted a PT position to a FT position and hired Caleb Birth in May 2024. <ul style="list-style-type: none"> • Assists with FMLA policies and procedures. FMLA is no longer a single point of failure for the university, with two people trained. • Workload more manageable for the Talent, Wellness, and Leaves group.
23-24	Business Partner – Faculty Talent Acquisition	Appropriated, 2024-2025 Base	\$125,267	On hold

GOAL 1

Recruit and acquire the most talented and diverse workforce to work at UVU



Objectives	Results
<ul style="list-style-type: none"> • Develop a recruitment plan and training for talent acquisition. • Build UVU’s brand to attract a high-potential, high-performing, diverse pool of candidates. • Develop structured and efficient search and hiring procedures that minimize time to fill a position 	<ul style="list-style-type: none"> • Implemented NeoEd in Sep. 2022 • Created a new hiring toolkit • Developed and utilized new templates for job advertisements. • Created marketing campaign: ‘UVU a Place for You’ and published videos.
Assessment	Results
<ul style="list-style-type: none"> • Employment growth • Race and ethnicity percentages • Gender ratio • UVU’s brand growth • Average time to fill a position 	<ul style="list-style-type: none"> • 5,629 UVU employees: 2.23% increase in 5 years • Over 27k job applications in FY24. • Full-time employees: 3.53% increase in non-white employees in 5 years. • Employee gender ratio: Females increased by 8.27% in 5 years. • HB261 rebrand successfully implemented for IEE. • The average time to fill a position is 55.25 days in 2023/24 <ul style="list-style-type: none"> • Shortest: Exempt Staff – 39.88 days • Longest: FT Faculty – 90.5 days
Funding	Results
Resource request for a Talent Acquisition Partner position	Request on hold
Link Between Goal & Funding	Results
Requested a Talent Acquisition Partner to focus on new faculty hires in the 2022/23 and 2023/24 resource requests.	Received in the 2023/24 request cycle but has since been put on hold

GOAL 2

Provide an exceptional employee experience



Objectives

- Embedding Equity, Inclusion, and Diversity at all levels of UVU through continuing education, training, and professional development.
- Foster a culture of appreciation and a strong sense of belonging.
- Develop and maintain systematic tools to enable managers to recognize and reward employees.

Results

- Engagement Plan 2024-2028 in place.
- Expanded professional development opportunities available to employees.
- Expanded the events and programming for employee appreciation.
- UVUFit’s top 3 health categories lowered in 2023
- Held the first Working Mothers Conference

Assessment

- Employee turnover rate
- Competitive, flexible total rewards package
- Using Campus Climate Assessment, we will track the following Indicators:
 - Sense of Belonging
 - Culture of Appreciation Index (Employee to Institution vs Institution to Employee)
 - Employee Satisfaction

Results

- **12.37%** turnover and **2.03%** of the turnover was involuntary - shows healthy turnover and handling of employee issues.
- **88%** of benefits-eligible employees are enrolled in UVU medical plan.
- Awarded the Healthy Worksite Award for UVUFit 8th year in a row
- **2,276** employees participated in professional development through P&C. \$128.75 average spent per attendee.
- Increased employee recognition with Food Truck Friday, Noorda events, Movie Theater events, retirement gifts, and years of service events.
- **Campus Climate results:**
 - *I feel that I belong at UVU* – **2024:** 74.4% **2022:** 52.5%
 - *I feel valued as a person on campus* – **69%** Est. baseline
 - *Job satisfaction:* **70.1%** Est. baseline

Funding

Requested additional funding through Resource Requests

Results

See below

Link Between Goal & Funding

Requested an additional \$20,000 for more meaningful years of service gifts at 5, 10, 15, etc. to encourage retention and employee satisfaction.

Results

Funding request not received. Received one-time funding to implement the AwardCo Platform. Started implementation in July 2024. Ongoing funding to be requested in the next round of resource requests.

GOAL 3

Promote and develop leadership excellence



Objectives	Results
<ul style="list-style-type: none"> • Provide training, tools, and resources to strengthen leadership skills. • Develop leadership and executive coaching programs. • Train managers and deliver assessment and feedback tools and programs that support individual and organizational development activities. 	<ul style="list-style-type: none"> • 2,276 individuals participated in professional development through P&C in 23-24 • Training provided by P&C is more affordable for departments than from outside sources. <ul style="list-style-type: none"> Birkman Assessment & Coaching \$650 UVU \$100 Getting Things Done \$995 UVU \$150 Crucial Conversations \$1,995 UVU \$235 Crucial Influence \$2,195 UVU \$200 • Leadership Training: UVSELF, UVULEAD, UVUDEVELOP, and Birkman Assessments • Added a New Supervisor Retreat every six months for new leaders. • First Leader Exchange Meeting held in February 2024 - 353 attended live.
Assessment	Results
<ul style="list-style-type: none"> • Percent employees participated in professional development opportunities (race and ethnicity ratio, gender ratio) • Leadership internal hire • Employee satisfaction 	<ul style="list-style-type: none"> • Met with all VPs twice in the year to review People on a Page statistics • In Aug. 2023, UVU was recognized as one of 100 Utah companies championing women. <p>2023 Awards Received:</p> <ul style="list-style-type: none"> • Living Color Honoree from Utah Business Magazine - Rasha Qudisat • Excellence & Innovation Award for Leadership Development and Diversity for UVU Lead and UVU Develop Programs • Western Region HR Excellence Award from the CUPA-HR
Funding	Results
<p>No additional funding requested</p>	
Link Between Goal & Funding	Results
<p>In 2022, we used existing positions to reclassify two team members to our Culture and Talent team to help achieve objectives.</p>	<p>See objective results above.</p>

2025 BUDGET REQUEST

\$200,000

Initiative

Ongoing funding for systems

Provide an exceptional employee experience

Assessment

We will use percentages from:

- Compliance training participation
- Employee satisfaction from the Campus Climate Survey
- Employee retention numbers
- Usage of Systems

Budget Request Sources

Performance Funding (additional tax funds)

Background Checks **\$13,000**

Relevance:

- The number of background checks has increased by 11% over the last 3 years.
- Accurate Background is increasing its costs by 4%.
- Youth Protection Policy will increase checks to every 2 years instead of 3.

Outcomes:

- Compliance with laws and ensure a safe environment for our employees.

LinkedIn Learning **\$81,000**

Relevance:

- Past cost of LinkedIn Learning was paid 1/3 from P&C and 2/3 from SA.
- Dx paid the cost during COVID.
- P&C reallocated funds to cover the full cost of renewal in 2023/24.
- Those funds will not be available moving forward.

Outcomes:

Provide a cost-effective variety of training to all employees and students.

AwardCo **\$71,000**

Relevance:

- P&C covered the implementation and first-year costs of AwardCo with carryforward funding.
- Ongoing funding is needed to cover the future costs.

Outcomes:

Provide timely and meaningful recognition, ensuring higher employee satisfaction and retention.

LMS Software **\$35,000**

Relevance:

- Price increased 32% in three years.
- Additional licenses are needed to administer all compliance training.
- RFP in process to find a new vendor.
- Anticipating costs to increase.

Outcomes:

- Provide effective and efficient training opportunities, ensuring high participation in compliance training.



A & E



Thank you

PACE

Advocates for and recognizes staff by providing a unified voice to the campus community, social and service opportunities, and support for professional development



2024-2025 PACE General Board

- President (4-year term)
 - President-Elect, President, Past President
- Executive Vice President
- Administrative Vice President
- Secretary / Treasurer
- Executive Liaison
- 12 Committee Chairs
- 16 Senators

Assessment

Prior Resource Allocations

- 2018-19:
 - \$17,000 for events
 - \$40,000 for Staff Education

PACE Staff Events:

*Budget: \$50,000
Expenses: \$46,196.44
Balance: \$3,803.56*

2023-2024 Changes

- *Change venue*
 - *UCCU Center to Grand Ballroom*
- *Did not provide gifts*

PACE Staff Education Fund:

*Budget: \$111,202
Expenses: \$98,382.05
Balance: \$12,819.95*

2023-2024 Changes

- *Increased yearly limit*
 - *\$1,500 up to \$2,000*
- *Increased Lifetime Limit*
 - *\$4,500 up to \$8,000*
- *Added additional options*
 - *Certificates and study materials*



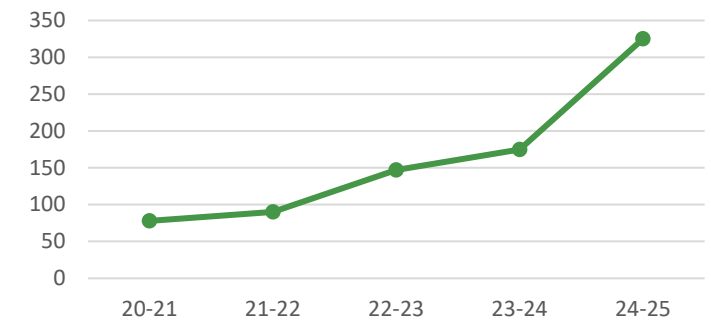
EMPLOYEE RECOGNITION



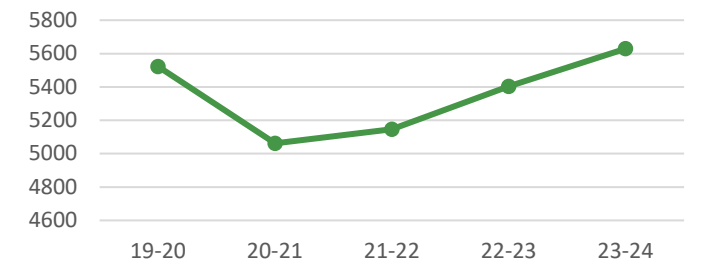
Wolverine Sightings

- \$10.00 meal voucher
 - Increased from \$8.00
 - 922 | \$7,376 | 2020-2021
 - 1,071 | \$8,563 | 2021-2022
 - 1,762 | \$14,096 | 2022-2023
 - 1,844 | \$ 18,440 | 2023-2024
 - *3,900 | \$ 39,000 | 2024-2025
- Number of employees increased 2.23% over the past 5 years
 - Currently over 5,600 employees

Monthly Awards Given



UVU Employees



EMPLOYEE RECOGNITION



Awardco

- \$10.00 meal or movie voucher
 - *Increased options for off-campus staff members*
 - *740 awards in 20 days of first month!*
 - *We anticipate awards will level out but remain higher than prior levels.*

Distinguished Staff Awards

- *Have never provided a banquet for award winners in the past*
- *In alignment with Policy 117 we would like to have a “ceremony of recognition”*
- *PACE Distinguished awards are now at the same level as divisional awards and should provide a similar award lunch/dinner.*

❖ Requesting \$25,000 for increased recognition funding.



QUESTIONS?