



UVU
DATA
SUMMIT



PLANNING, BUDGET, & ASSESSMENT

DIVE INTO THE ASSESSMENT PROCESS FOR
BETTER RESOURCE STEWARDSHIP



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PLANNING, BUDGET, & ASSESSMENT

PROCESS REVISION AND UPDATES

DATES, REPORTING, AND CASE STUDY

BENEFITS OF PBA PROCESS REVISION

AREAS OF
IMPROVEMENT
S

Responding to Policy
Changes; Promoting
Strategic Goals

INCREASING
ACCOUNTABILI
TY AND
TRANSPARENCY

Encouraging Stakeholder
Engagement, build trust
and support.

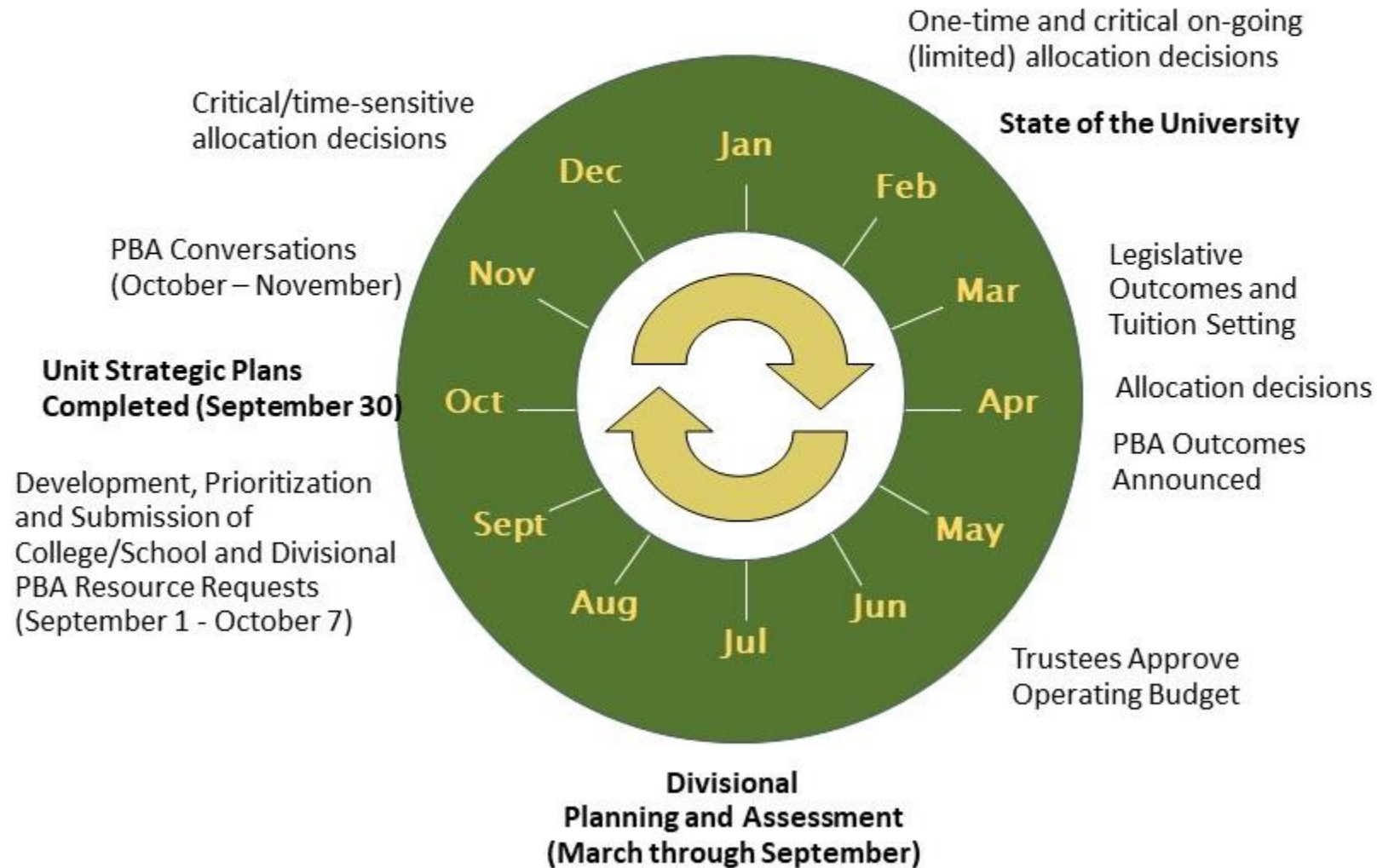
LEVERAGING
DATA AND
TECHNOLOGY

data-driven decision-
making and improved
efficiency.

ENHANCING
RESOURCE
ALLOCATION

Addressing Financial
Pressures; Adapting to
Changing Demands;
Improving Institutional
Resilience

2022-23 Planning, Budget & Assessment (PBA) Cycle



UPAC REVISION

Step One

Process Review. Reviewed process and identified gaps. Data and Assessment were the main themes of the review.

Reporting Review. Reviewed the templates and strategic goals reporting. Data and Assessment were also the main themes.

Step Two

- Incorporated the assessment and planning as intentional events and activities within the PBA process.
- Aligned the process with the budget allocation dates.
- Recommend the three years fiscal assessment.
- Recommend three years results assessment, where possible.

Step Three

- Continuous discussion with VP of FAS and Provost, and Sr. AVP of Academic Programs, Assessment, & Accreditation
- If possible, update the PBA system to reflect the recent changes.

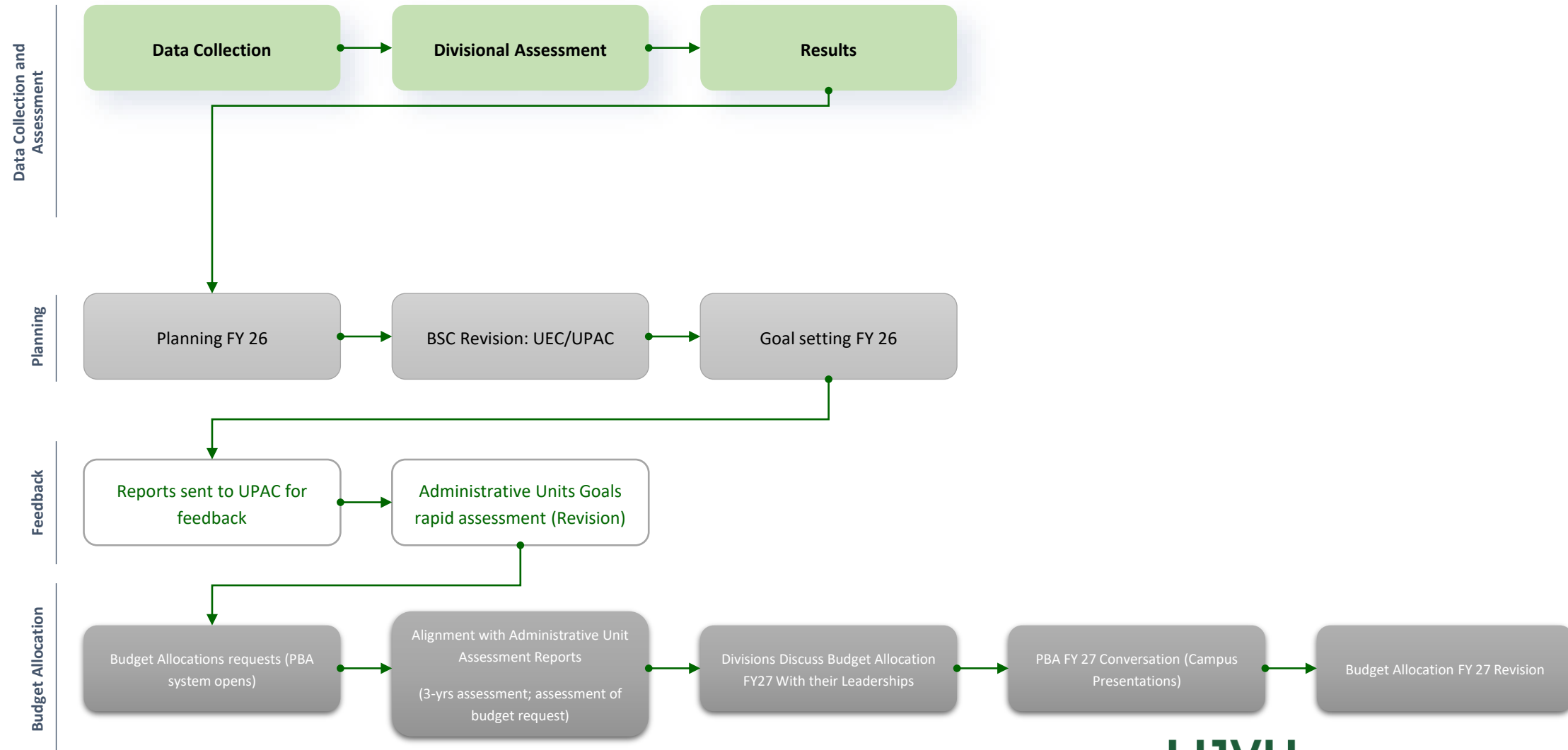


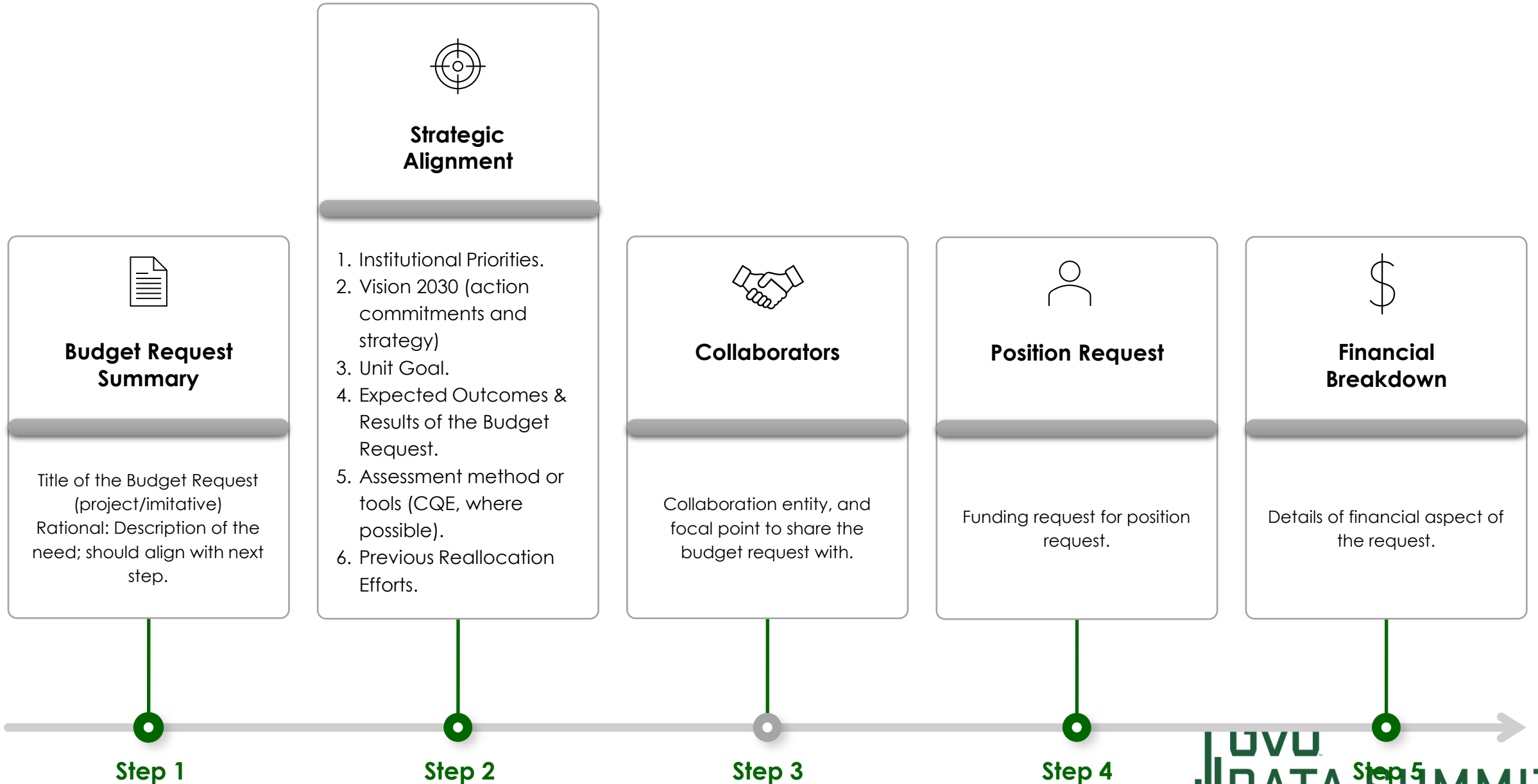
Legislation Calendar

Assessment and Planning Calendar

Budget Allocation Calendar

Planning, Budget, and Assessment (PBA) Process





People and Culture Strategic Resource Allocation Assessment Summary

Overview

The data from the past three resource allocation cycles (FY 23, FY 24, and FY 25) provides insight into fund utilization, particularly in hiring, employee recognition, salaries, and wages. It highlights the impact of these allocations on response times, employee satisfaction, and organizational recommendations. Concerns about employee recognition's impact on engagement and activities are raised. Recommendations advise a comprehensive assessment of current events, employee engagement, and potential resource reallocation to adapt to the evolving organizational landscape.

Allocation and Expense Details

Over the past three strategic resource allocation cycles, the funds have been utilized as follows:

FY 23:

- There was a total of \$313,000 in allocation, of which \$48,000 was allocated for hiring. The utilization was 100%.
- Salaries and wages were not included in the FY23. However, it was included in the following years.

FY 24:

- One hiring was made for Title IX, significantly contributing to response time and fostering better relations across the university.
- Wages and salaries were included in FY24, of which spending was \$21,920,292, including \$600 bonuses for FT employees.

FY 25:

- One position reclassified from PT to FT: \$69,301 (currently hired).
- Business partner – Faculty Talent Acquisition \$125,267: to be hired in December 2024.



Fiscal Year	Hiring	Employee Recognition	Salaries and Wages
FY 23	\$48,000	\$35,000	\$230,000
FY 24	\$80,013	NA	\$21,920,292
FY 25	\$194,568	NA	\$9,969,775
Total	\$322,581	\$35,000	\$32,120,067

Metrics and Evaluation

- Due to adding a position in FY24, the number of days it took to close cases decreased. Employees' sense of belonging increased from 52.5% to 74%, and Employees' willingness to recommend UVU to others increased from 72.4% to 81.5%.
- PC garnered four awards in FY23, bolstering UVU's standing as an employer of choice within the realm of higher education.

Concerns

Over the past two years, the average employee growth has been 4.6%. However, no apparent plans exist to increase employee recognition in line with employee growth and inflation. This could potentially impact the events and activities available to all employees.

Recommendations

1. **Sustainability of Employee Recognition:** Given the development of employee journey mapping, the increase in the number of employees, and the competitive market, it is recommended to assess current events and employee engagement and identify areas of reallocation or estimate additional resource requests.

CASE STUDY PEOPLE AND CULTURE

SUMMARY REPORT SUBMIT TO:
CABINET
UPAC

NEXT STEP

UPAC TO REVISE THE PBA REPORTS
UPAC MAKES RECOMMENDATIONS TO THE UEC AND THE CABINET

EXAMPLE REPORT

WOODBURY SCHOOL OF BUSINESS

SUMMARY REPORT SUBMIT TO:
CABINET
UPAC

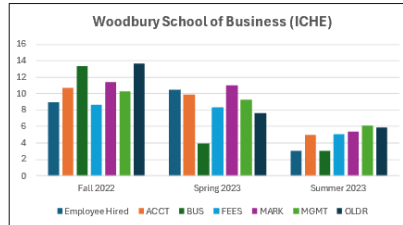
Woodbury School of Business Strategic Resource Allocation Assessment Summary

Overview

During the past three strategic resource allocation cycles, one resource was allocated in FY23. A total of \$189,717 was allocated to fund one contract faculty position in the Strategic Management and Operations Department.

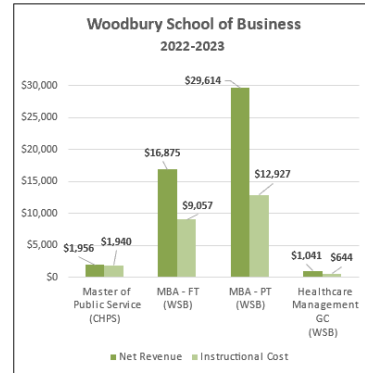
Allocation and Expense Details

Allocated funds were used to hire a full-time, tenure-track faculty member in August 2022 who later transitioned to an administrative role. The faculty member's workload was consistent with other departments in the Woodbury School of Business and supported graduate healthcare administration courses within the Master of Business Administration, M.B.A., Master of Public Administration, M.P.A., and Healthcare Leadership, Graduate Certificate programs.



Metrics and Evaluation

In the 2022-2023 academic year, the contribution of this faculty position to the university totaled \$49,485. The allocated funds enabled the hiring of a faculty member who played a significant role in teaching and supporting two graduate programs that are high-yield awards.



The investment in this faculty position made a positive impact in terms of educational contributions and alignment with institutional goals and objectives.

Concerns

No immediate concerns have been identified, as the department has already hired additional faculty to cover affected courses.

Recommendations

- Enhance Completion Tracking:** Completion numbers for the Healthcare Management Graduate Certificate appear low. Implement auto-awarding mechanisms for students who complete the required courses to ensure accurate tracking and recognition of program completions.



