

Human Resources Report

Prepared for the Board of Trustees – December 4, 2014

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Executive Summary

The Human Resources Report prepared for the Board of Trustees provides key summary data regarding Utah Valley University's workforce and workforce activity, for example, total number of employees, turnover rates, average salaries, and demographic composition. In the past, the Board of Trustees has received limited workforce data primarily focused on new hires, terminations, and transfers. This more comprehensive summary is intended to provide a better snapshot of UVU's workforce and provide key metrics for trend analysis.

While the information and graphs presented on the following pages are primarily for the benefits-eligible workforce at UVU, summary data for UVU's part-time employees is also included.

Human Resources continues to serve as a strategic partner supporting Utah Valley University as an employer of choice by attracting, sustaining, and inspiring great people with great passion working for a great purpose.

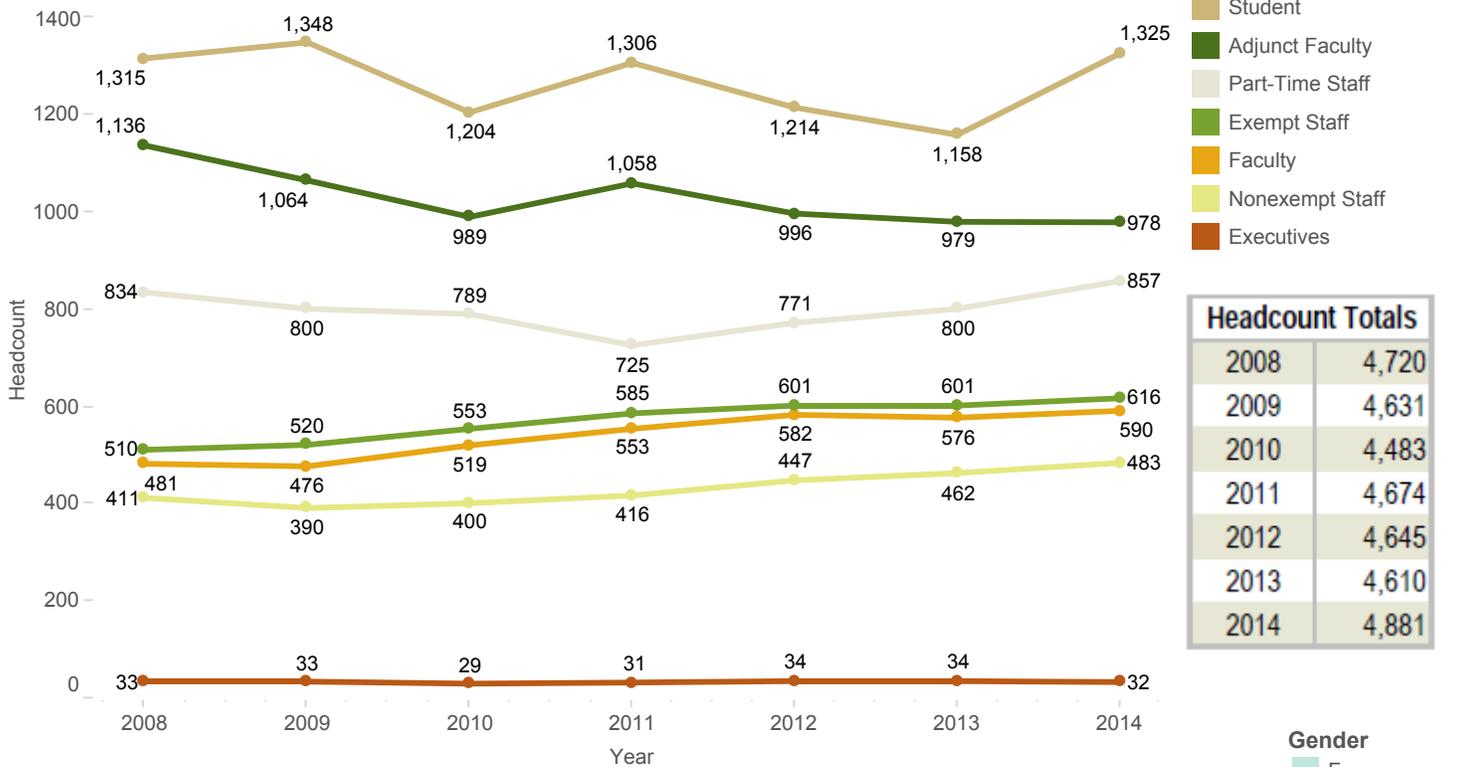
Summary Highlights:

- Utah Valley University ranks eighth largest among Utah's major employers based on full-time equivalent, Utah-based employees.*
- UVU is Utah Valley's largest employer ranked by full-time equivalent, Utah-based employees.*
- The University's overall employee headcount is 4,881 (as of November 1, 2014) of which benefit-eligible employees total 1,721.
- UVU's benefit-eligible workforce has grown by 14.7 percent over the last five years.
- The University's overall turnover rate has climbed to 10.12 percent.
- Median salaries in all employee categories have risen over the past five years.
- UVU continues to face challenges with low numbers of women and minorities within its workforce.

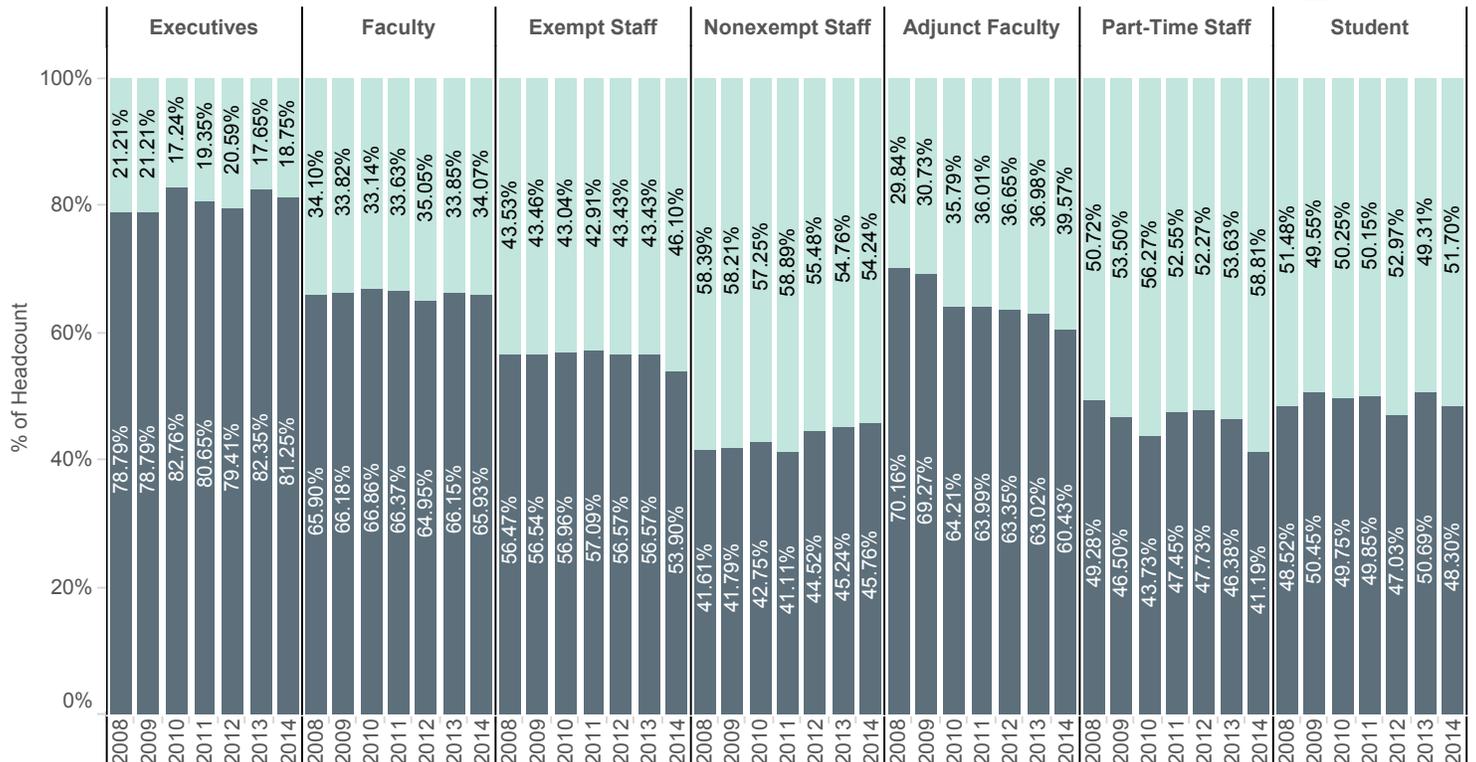
*Source: Utah Business Magazine, 2014 Major Employers Guide

Employee Headcounts

Headcounts By Employee Classification

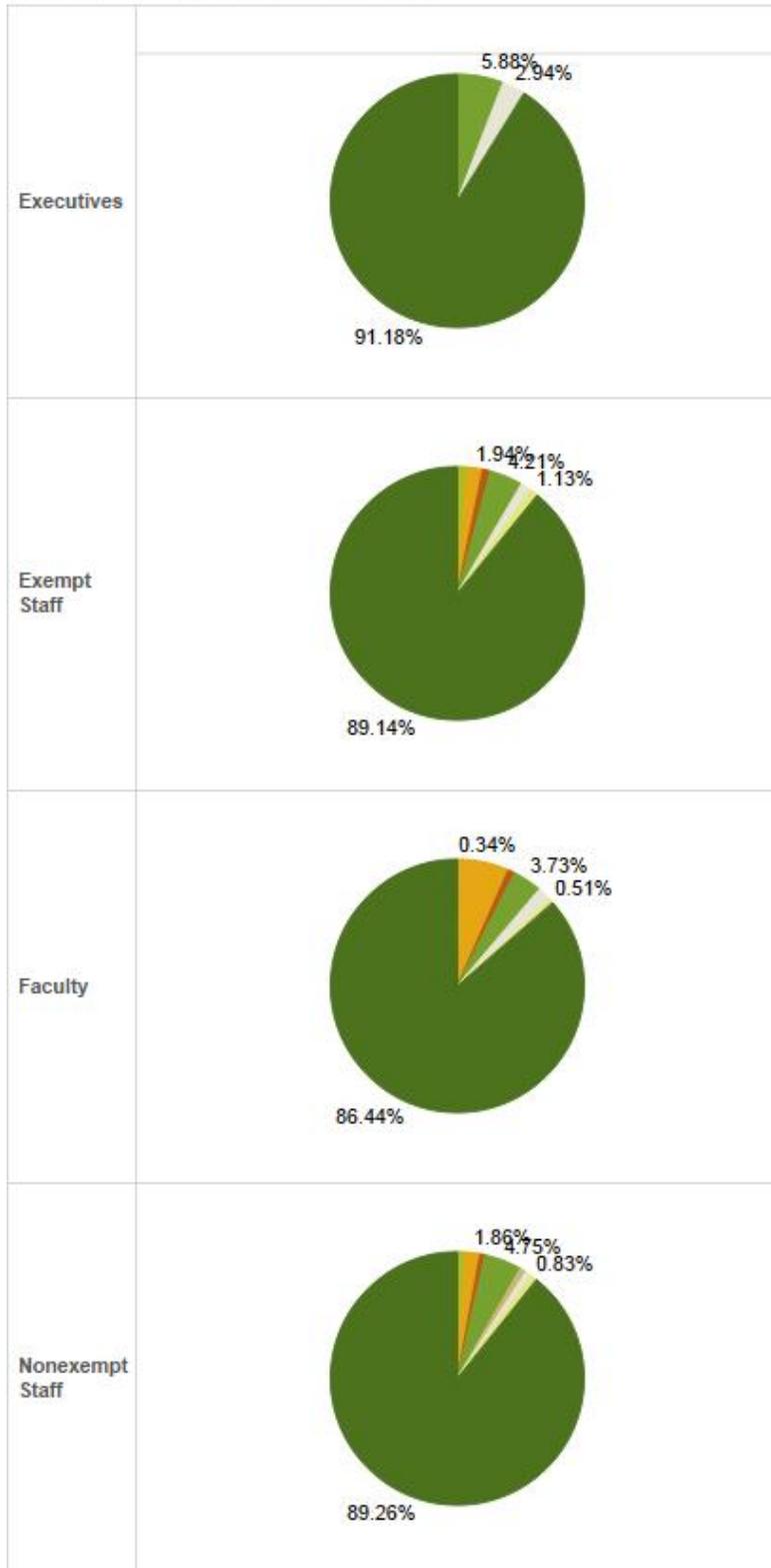


Gender % by Employee Classification

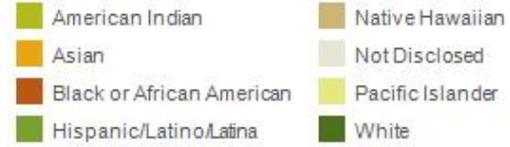


Full-Time Benefit Eligible Current Employee Headcount

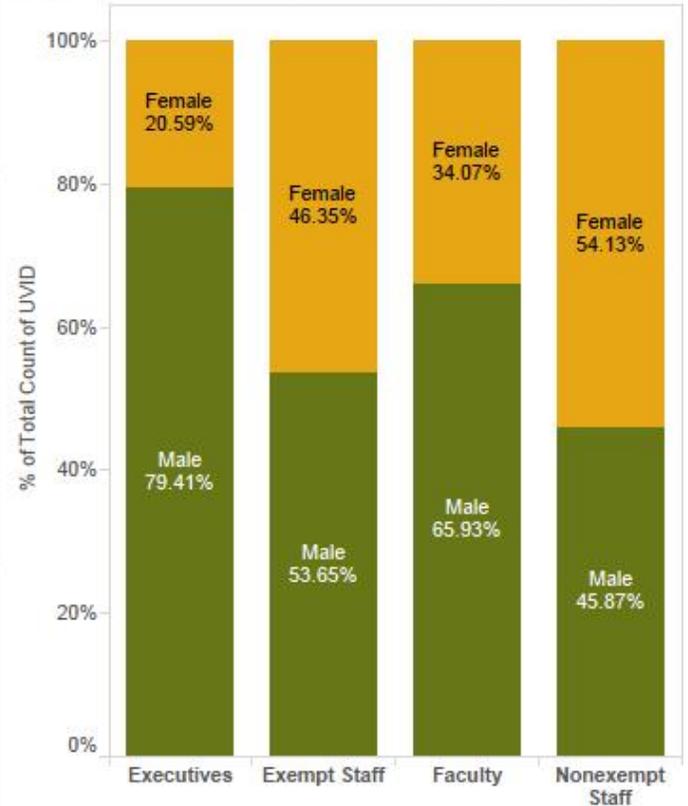
Employee Classification and Race



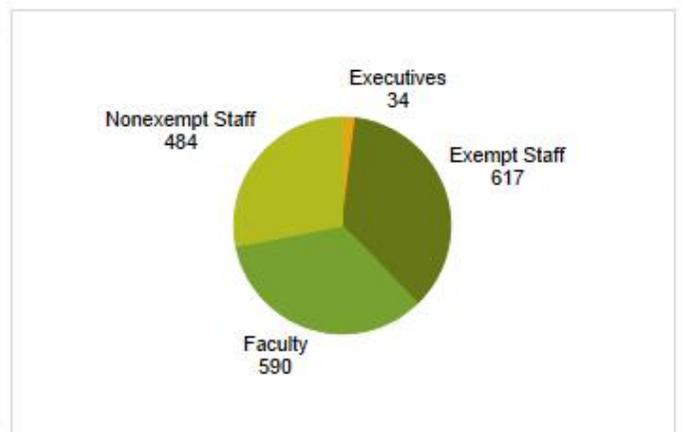
Race



Employee Classification and Gender Percentage

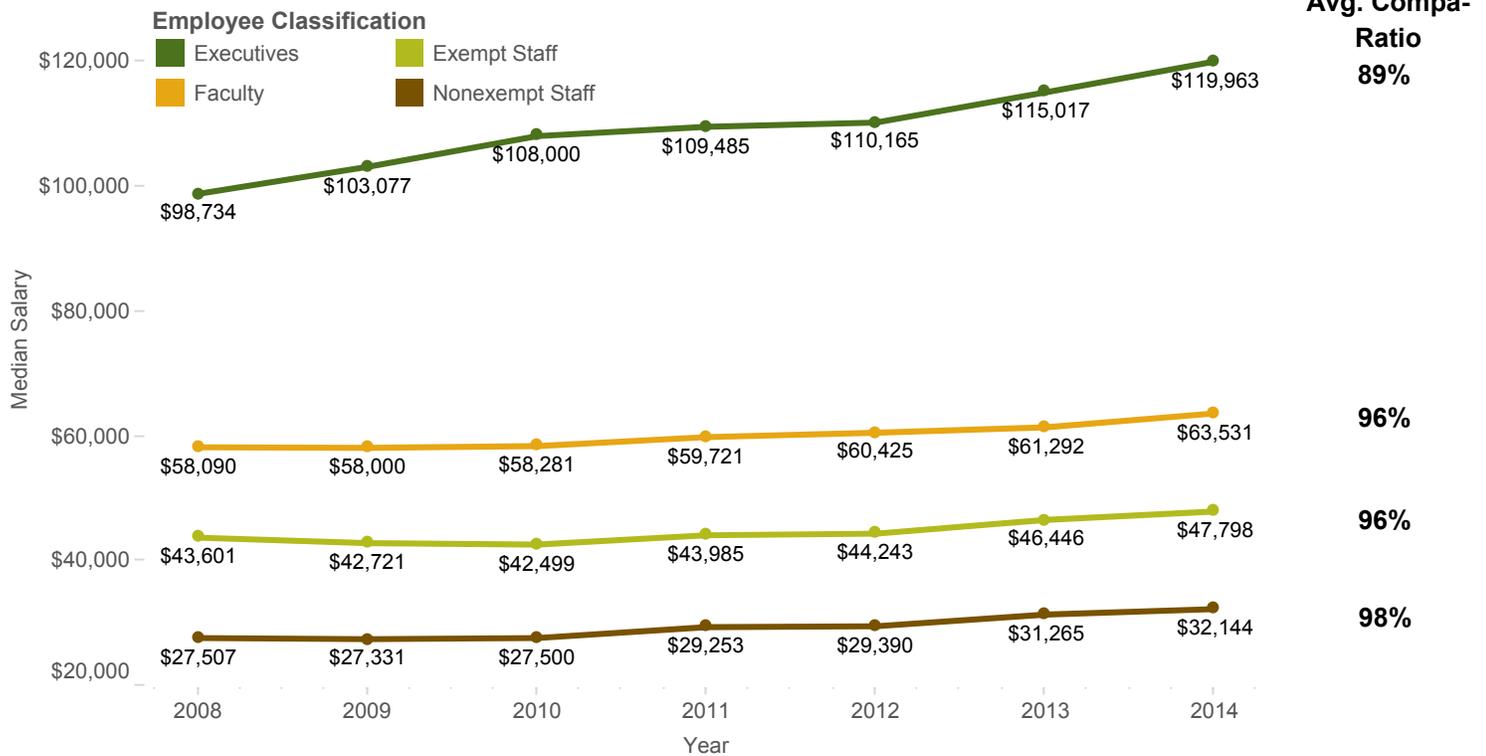


Headcount by Employee Classification

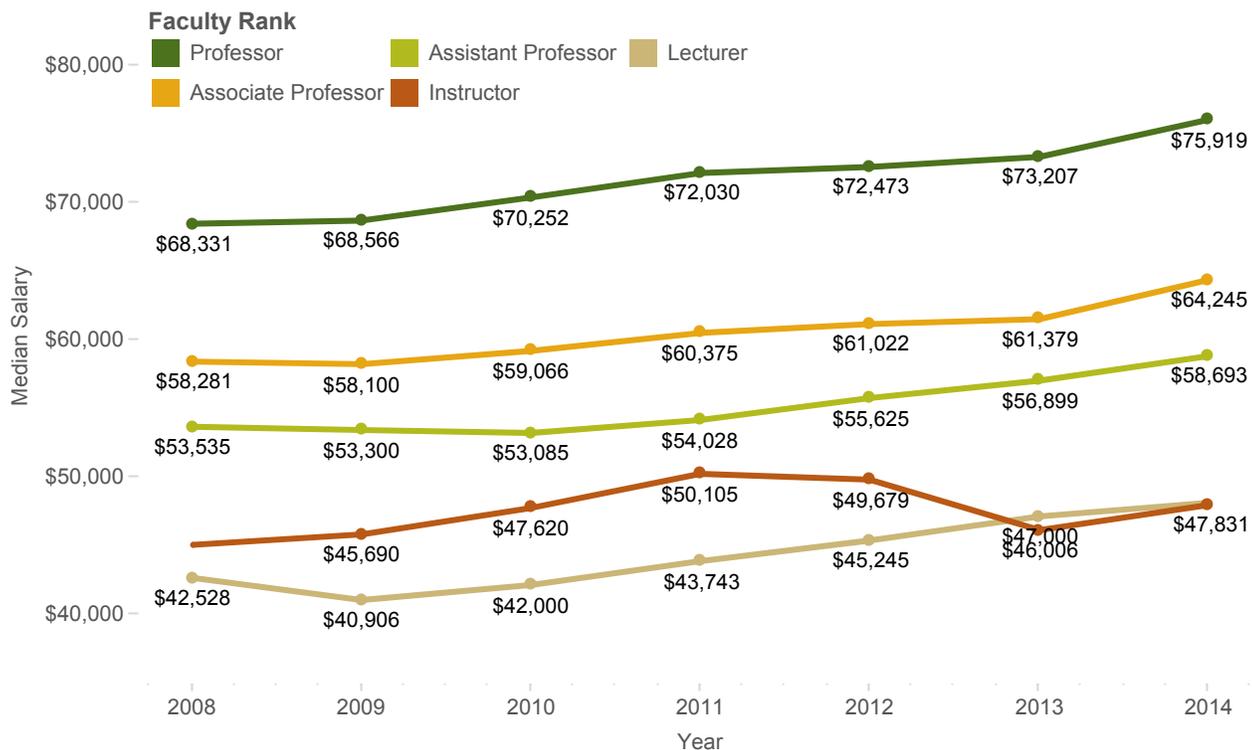


Full-Time Benefit Eligible Employee Median Salary

Full-Time Benefit Eligible Employee Median Salary by Employee Classification 2008-2014 (Excludes President)

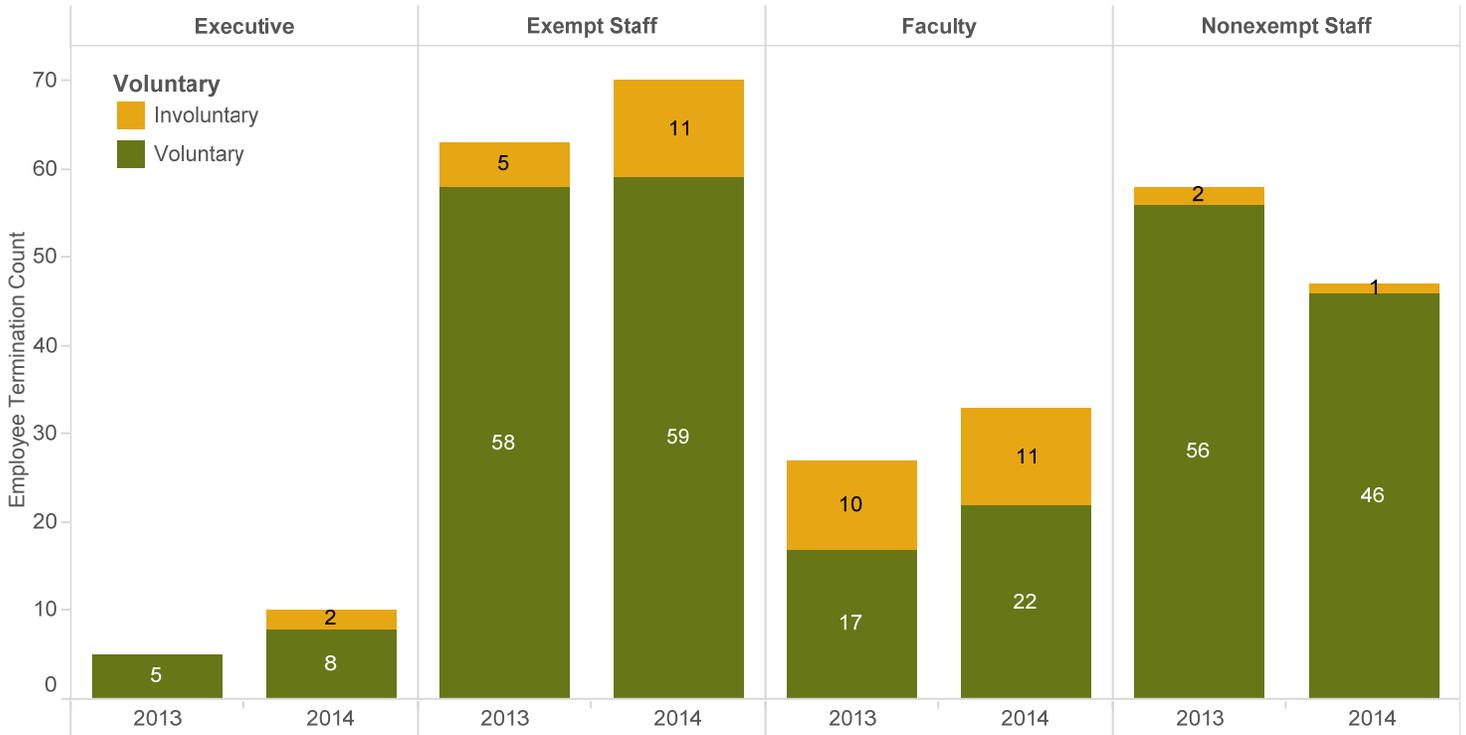


Full-Time Benefit Eligible Faculty Median Salary by Rank 2008-2014



Full-Time Benefit Eligible Employee Turnover Data

Full-Time Benefit Eligible Terminations By Employee Classification



F/T Turnover Ratio by Fiscal Year

