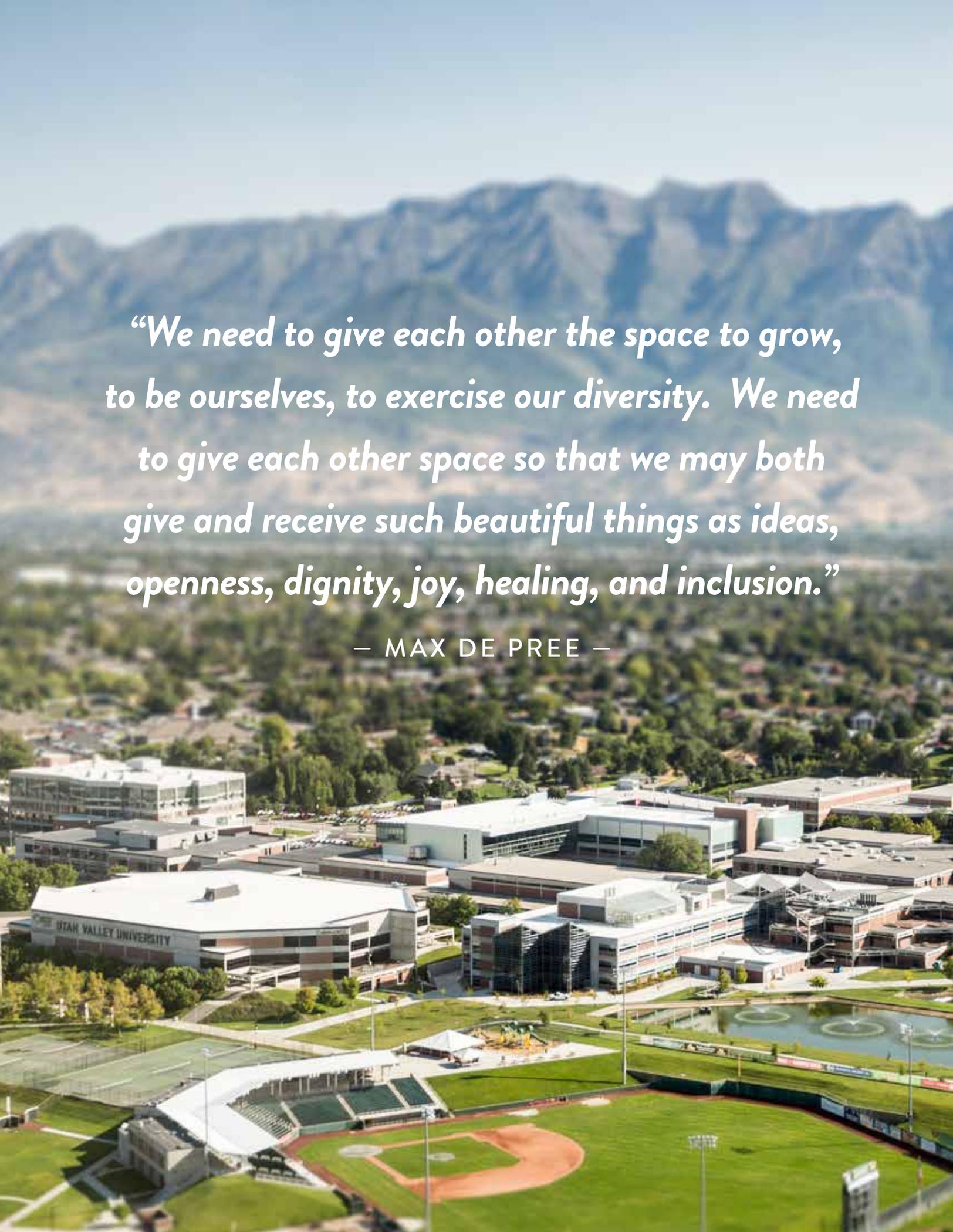


# INCLUSION

ANNUAL REPORT 2014-2015



An aerial photograph of the Utah Valley University campus. The foreground shows a large baseball field with a green field and brown infield, surrounded by stadium seating and a scoreboard. To the right is a large, modern building with a glass facade. In the background, there are several other university buildings and a residential area with houses and trees. The far background features a range of rugged, blue-toned mountains under a clear sky.

*“We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion.”*

— MAX DE PREE —

## ADMINISTRATIVE MESSAGES



I am thrilled to share with you some of the great things we are doing at Utah Valley University to be a more inclusive institution. Making UVU a place where all feel welcome and supported in their academic pursuits and university roles is an ethical and

civic imperative. It is also vital to UVU's unique educational mission, which blends the rigor and expectation of a first rate teaching university with the broad access and support of community college. In this way, our commitments to inclusion are central to UVU's growing ability to foster student engagement and success across very different populations on a scale like few other institutions in the nation.

I am grateful to so many of our faculty, staff, administrators, and student leaders who have worked hard to solidify UVU's commitment to access and inclusion. Part of what attracted me to UVU was its historical commitment to access for all students. Since 2009, I am proud to say that we have built upon this great legacy of access and developed a more robust approach to issues of inclusion, in no small part by making it an official university core theme that same year. Two years ago, we launched an effort to produce and implement a university-wide Strategic Inclusion plan. The report that follows is an excellent summary of that work. I hope you enjoy it.

Sincerely,



Matthew S. Holland, Ph.D.  
President, Utah Valley University



Thank you for taking the time to read through UVU's first Strategic Inclusion Plan Annual Report.

This report highlights the first year of implementation of our Strategic Inclusion Plan. But we did not start from scratch. In our nearly

75 year history, UVU has been committed to providing educational opportunities to all students. More recently, UVU has taken significant strides to create a more inclusive learning and working environment. Since President Holland's arrival in 2009, UVU has made great progress in demonstrating its commitment to underrepresented multicultural populations (Latino and Native American Initiatives), women in education (Women's Success Center and expanded Wee Care Center), access (Structured Enrollment and increased scholarship pool), and interreligious understanding (Reflection Center), to name a few. In celebration of such work, this report highlights progress made on initiatives and programs that started long before the inclusion plan was introduced.

I hope that by the time you are done reading through this report, it is evident how much UVU is doing to be an inclusive university.

Sincerely,



Kyle A. Reyes, Ph.D.  
Special Assistant to the President for Inclusion  
Kyle.Reyes@uvu.edu

# STRATEGIC INCLUSION PLAN

## INCLUSION VISION & VALUES STATEMENT

UVU is committed to preparing all students and employees for success in an increasingly complex, diverse, and globalized society. We promote civility and respect for the dignity and potential of each individual. We seek to advance the understanding of diverse perspectives. We value and promote collegial relationships and mutual respect among students, faculty, and staff. We acknowledge and seek to address the needs of populations who are underrepresented and students with varying levels of academic preparation, even as we strive to provide access and support for all students and employees in ways that are culturally relevant and responsible.

*For more information about UVU's Strategic Inclusion Plan, visit [www.uvu.edu/inclusion](http://www.uvu.edu/inclusion).*



# STRATEGIC INCLUSION PLAN

## OBJECTIVES

<b>OBJECTIVE #1</b> Access, Equity, & Opportunity  UVU provides accessible and equitable educational opportunities and resources for all students.	<b>OBJECTIVE #2</b> Curriculum & Learning for Intercultural Competence  UVU provides opportunities to improve intercultural competence in an increasingly complex, diverse, and globalized society.	<b>OBJECTIVE #3</b> Supportive Campus Environment  UVU provides an inviting, safe, and supportive environment for people from diverse backgrounds and perspectives.	<b>OBJECTIVE #4</b> Academic Inclusivity & Regional Stewardship  UVU offers an array of courses, programs, and delivery methods designed to reflect students' goals and the region's educational needs.
<b>GOAL #1</b>  Increase and improve access to UVU for underrepresented students and students with varying levels of academic preparation.	<b>GOAL #1</b>  Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.	<b>GOAL #1</b>  Improve students' and employees' sense of validation, belonging, and personal safety.	<b>GOAL #1</b>  Maintain and continue development of a robust set of academic courses, programs and offerings that reflect students' interests and the region's educational needs.
<b>GOAL #2</b>  Increase academic success of and support for underrepresented UVU students and UVU students with varying levels of academic preparation.	<b>GOAL #2</b>  Increase the intercultural competencies and capacities of faculty and staff through intercultural engagement opportunities.	<b>GOAL #2</b>  Increase recruitment, retention, and advancement of underrepresented faculty and staff at all levels of the university to enrich university life and provide role models for diverse students.	<b>GOAL #2</b>  Maintain and strategically develop a robust set of course delivery times, sites, and methods responsive to students' needs.

## ADMINISTRATIVE IMPERATIVES

<b>ASSESSMENT &amp; ACCOUNTABILITY</b>  Improve assessments of and accountability for inclusivity at every level of the university.  	<b>BUDGET &amp; FUNDRAISING</b>  Create and sustain an institutional financial infrastructure that effectively supports inclusivity.  
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# STRATEGIC INCLUSION PLAN



## OBJECTIVE # 1 - ACCESS, EQUITY, AND OPPORTUNITY

UVU provides accessible and equitable educational opportunities and resources for all students.

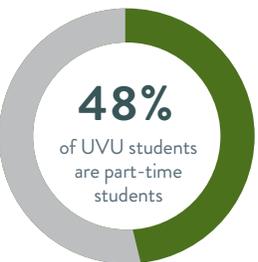
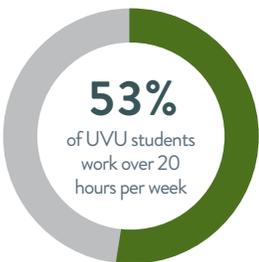
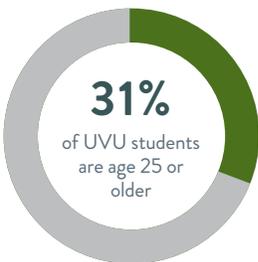
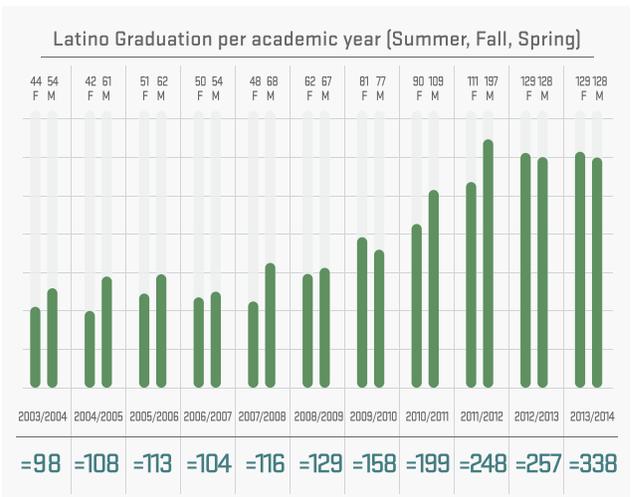
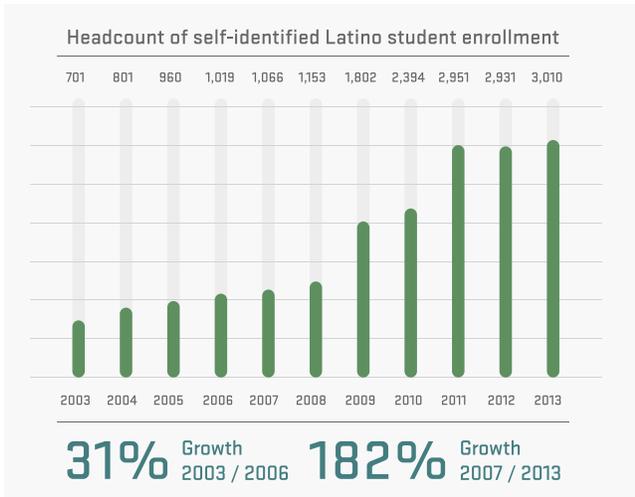
**GOAL #1** 

Increase and improve access to UVU for underrepresented students and students with varying levels of academic preparation.

**GOAL #2** 

Increase academic success of and support for underrepresented UVU students and UVU students with varying levels of academic preparation.

## FACTS & FIGURES



**35%** of UVU students are considered first generation (parents never graduated with a bachelor's degree).

UVU hosts students from all **50** states and **72** countries.

## 2014–2015 HIGHLIGHTS FOR OBJECTIVE #1

- Recognized by Minority Access Incorporated as one of the role model institutions for diversity in 2015.
- Recognized for the second year (2013 & 2015) as one of the top six baccalaureate programs in the nation for Latino student success.
- Funded \$400,000 in need-based scholarships.
- Continued stewardship of the \$21 million Utah statewide GEAR UP grant serving more than 1,300 low-income and first generation students.
- Launched inclusion and diversity website [www.uvu.edu/inclusion](http://www.uvu.edu/inclusion).
- Improved closed captioning of online videos and major events.
- UVU's STEM prep program grew from 50 students to 250 in just two years.
- Funded new position and process for Spanish translation service for entire campus.
- Received Utah System of Higher Education STEP UP grant focused on first generation students.
- Developed “inclusion” training modules for all student leaders, mentors, and ambassadors.
- Refined retention mentor program to focus on first generation students.
- Enhanced Cultural Envoy Leadership Group to focus on student leadership and retention.
- Received grant to launch Pacific Islander (PI) Initiative and hosted 500 PI students for a leadership conference at UVU.
- Hosted a dozen events related to “Women in Business” and “Women in Technology.”



# STRATEGIC INCLUSION PLAN



## OBJECTIVE # 2 - CURRICULUM & LEARNING FOR INTERCULTURAL COMPETENCE

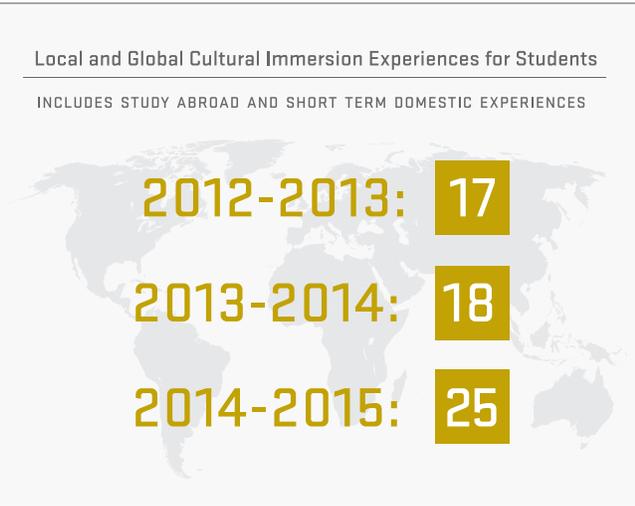
UVU provides opportunities to improve intercultural competence in an increasingly complex, diverse, and globalized society.

**GOAL #1** 

Increase student intercultural competencies through curricular and co-curricular learning opportunities with diverse courses, individuals, and communities.

**GOAL #2** 

Increase the intercultural competencies and capacities of faculty and staff through intercultural engagement opportunities.



### FACTS & FIGURES

**60**

UVU offers 60 courses that are designated Global/ Intercultural (G/I) courses. Students are required to take at least one G/I course to graduate.

**64**

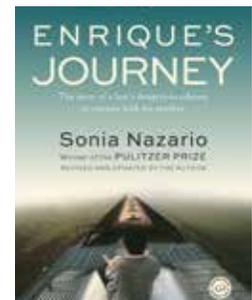
64 faculty and administrators attended Global/ Intercultural day-long trainings.



Introduced Global Intercultural G/I Engaged Learning distinction for graduation.

## 2014–2015 HIGHLIGHTS FOR OBJECTIVE #2

- Hosted over 200 symposia, lectures, performances, workshops, conferences, and other intercultural engagement opportunities throughout the 2014-2015 academic year.
- Launched 16 student-led “Diversity Dialogues.”
- Developed expansion of Safe Zone Training throughout the campus.
- Launched training focused on sexual violence awareness and Title IX issues.
- Read *Enrique’s Journey* as part of UVU’s annual Freshman Reading Program.
- Funded Global/Intercultural faculty training.
- Hosted Global Spotlight on Perú with nearly 30 events, dialogues, and workshops.
- Hosted Utah’s first-ever World Language Fair for elementary dual-immersion students.
- Hired new Training Manager in HR to help develop and coordinate campus-wide trainings and workshops (many of which are inclusion related).
- Hosted diversity and inclusion “Learning Circles” and workshops through Faculty Center for Teaching Excellence.
- Conducted three pilot studies to assess students’ intercultural competence development.



# STRATEGIC INCLUSION PLAN



## OBJECTIVE # 3 – SUPPORTIVE CAMPUS ENVIRONMENT

UVU provides an inviting, safe, and supportive environment for people from diverse backgrounds and perspectives.

### GOAL #1



Improve students' and employees' sense of validation, belonging, and personal safety.

### GOAL #2

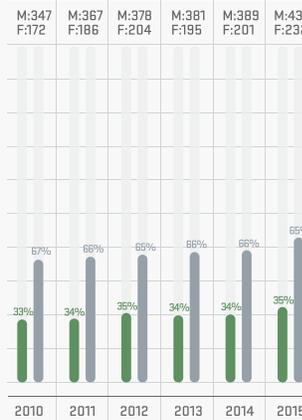


Increase recruitment, retention, and advancement of underrepresented faculty and staff at all levels of the university to enrich university life and provide role models for diverse students.

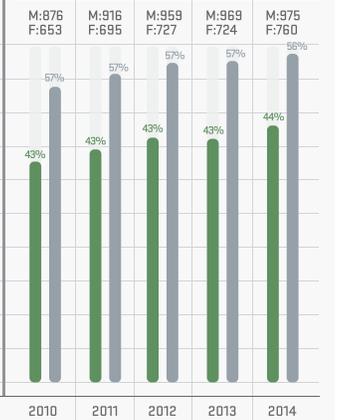


Enhanced partnerships with Native American communities by hosting the Governor's Native American Summit and a tribal leaders summit, and developing a professorship of American Indian Studies.

Number of Full-time faculty by gender



Number of Full-time employees by gender



## FACTS & FIGURES

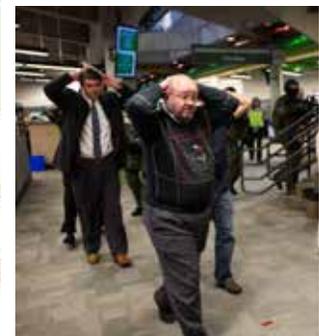


# 12

number of family/unisex bathrooms added over the past two years.

## 2014–2015 HIGHLIGHTS FOR OBJECTIVE #3

- Increased student usage of new Wee Care Center (daycare) with continued focus on low-income students as well as employees.
- Remodeled space and programming for a dedicated Veterans center.
- Developed LGBT Student Services with programming and services to begin in Fall 2015.
- Developed collaborative sexual violence awareness campaign.
- Cut the ribbon on Reflection Center & hosted Interfaith Youth Core leader Eboo Patel.
- Remodeled and moved the Center for Global and Intercultural Engagement to a higher traffic area.
- Reworked hiring resources, strategies, and processes to increase the diversity of applicant pools.
- Conducted two, campus-wide emergency protocol scenario-based exercises to improve emergency responses, communication, and processes.
- Created mothers' lounges for students and employees to nurse babies.
- Funded and hired an Equal Opportunity and Affirmative Action Director.
- Funded an additional Coordinator for Conflict Resolution and Ombudsperson.



# STRATEGIC INCLUSION PLAN



## OBJECTIVE # 4 - ACADEMIC INCLUSIVITY & REGIONAL STEWARDSHIP

UVU offers an array of courses, programs, and delivery methods designed to reflect students' goals and the region's educational needs.

### GOAL #1



Maintain and continue development of a robust set of academic courses, programs and offerings that reflect students' interests and the region's educational needs.

### GOAL #2



Maintain and strategically develop a robust set of course delivery times, sites, and methods responsive to students' needs.

## 2014-2015 HIGHLIGHTS FOR OBJECTIVE #4

- 2015 Graduation Data:
  - 5,341 graduates: 118 certificates, 2,098 associate degrees, 3,063 bachelor degrees, 62 master degrees
  - 4,397 graduates from Utah
  - 81% of graduates remain in Utah at least one year after graduation (*highest in the state*).
- Achieved goal to make 100% of classrooms technology-enhanced.
- Total UVU programs offered:
  - 37 certificates and diplomas, 63 associate degrees, 75 bachelor degrees, 3 master degrees.
- Established leadership for both community college programming as well as graduate studies.
- Refined summer semester options.
- SkillsUSA won the national championship two years in a row



## MOVING FORWARD

**During the 2015–2016 academic year, UVU will continue to make progress on the Strategic Inclusion Plan. Some areas of focus for the coming year include:**

- Develop comprehensive First-generation Student Success Initiative.
- Complete fundraising portfolio work on four inclusion fundraising priorities:
  - Women in Education (with emphasis on women in STEM)
  - Multicultural Initiatives (Latino, Native American, and Pacific Islander)
  - Interfaith Understanding and Cooperation Initiatives
  - First Generation scholarships and programming support
- Solidify internal and external marketing of new online and physical spaces and services:
  - Veterans Center
  - LGBT Student Services
  - New location for Center for Global and Intercultural Engagement (CGIE)
- Develop/expand three focused workshops offered with and through Human Resources:
  - Safe Zone Training
  - Inclusive Classrooms/Pedagogy
  - Onboarding of new employees / faculty and staff mentoring
- Map annual inclusion assessments with attention to Inclusive indicators and dashboards.
- Launch student leadership inclusion modules for all student ambassadors, leaders, and high-level interns.
- Expand K-16 Alliance college application partnerships (funded through STEP UP grant).
- Launch Global Spotlight: Canada.
- Market student-led Diversity Dialogues and Diversity Lecture Series.
- Host first annual Utah statewide Student Leadership Diversity Convention.



*If you would like to get involved with any of the initiatives above or have ideas to improve UVU's commitment to its core theme of inclusive, contact Kyle Reyes at [kyle.reyes@uvu.edu](mailto:kyle.reyes@uvu.edu).*

## INCLUSION PLAN DEVELOPMENT COMMITTEE

Thank you to the individuals below who spent the 2013-2014 academic year developing UVU's Strategic Inclusion Plan. Their titles reflect their positions at the time of plan development.

### EXECUTIVE COMMITTEE

Kyle Reyes (Chair), Special Assistant to the President  
Michelle Taylor, Vice President of Student Affairs  
K.D. Taylor, Dean of University College  
Brian Birch, Associate Vice President of Academic Affairs – Engaged Learning  
Kathren Brown, Associate Vice President of Academic Affairs – Administration  
Mark Wiesenberg, Associate Vice President of Human Resources  
David Connelly, Faculty Senate President, Department Chair of History & Political Science  
Cheryl Hanewicz, Associate Professor and Department Chair of Technology Management  
Baldomero Lago, Associate Professor of Languages and Sr. Director of International/Multicultural Studies  
Janet Colvin, Associate Professor and Department Chair of Communications (GI Chair)  
Bryan Waite, Associate Professor of Secondary Education & Director of Multicultural Studies  
Anne Wairepo, Senior Director of the Women's Success Center  
Brett Breton, Director of Multicultural Student Services  
J.C. Graham, Program Coordinator of Suicide Prevention  
Jono Andrews, Student Body President 2013-2014  
Tyler Brklacich, Student Body President 2014-2015  
Elizabeth Jarema, Student Body Vice President of UVUSA

### ADVISORY BOARD

Maureen Andrade, Associate Vice President for Academic Affairs  
Marinda Ashman, Assistant Professor, Assistant Director UV Mentors  
Steve Crook, Director of International Student Services  
Lynn England, Professor of History/Political Science  
Parker Fawson, Dean of the School of Education  
Debora Ferreira, Associate Professor of Languages  
Danny Horns, Assistant Dean of College of Science and Health  
Marc Jorgensen, Associate Professor, Developmental Math  
Michelle Kearns, Assistant Vice President for Student Success & Retention  
Yudi Lewis, Program Director for Latino Initiative  
Adonica Limon, Special Assistant to the VP of Student Affairs  
Deb Marrott, Professor & Department Chair of Basic Composition  
Ed Martinelli, Director of Accessibility Services

Liz Miller, Presidential Intern and Aviation student  
Jesler Molina, International Student Council President  
Barney Nye, Assistant Director for Multicultural Student Services, Spectrum (LGBT) Club Advisor  
Lori Santos, Assistant Professor of Art and Visual Communications  
Sowmya Selvarajan, Assistant Professor of Geomatics  
Laura Snelson, Senior Research Analyst  
Maritza Sotomayor, Assistant Professor of Finance & Economics  
Richard Tafalla, Assistant Vice President for Scholarship and Faculty Development  
Susan Thackeray, Director of Career and Technical Education  
Forrest Williams, Dean of University College  
Lisa Williamson, Director of the Equity Center

A woman with her hair in a ponytail is sitting on a wooden ledge, looking out a window. The room has a modern aesthetic with a large window on the left and a smaller one on the right. The lighting is soft and natural, coming from the windows. The woman is in silhouette, looking towards the right side of the frame.

*“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”*

— MARTIN LUTHER KING, JR. —

The Reflection Center, located in the Student Life & Wellness Center provides a peaceful area where students and employees from all religious, spiritual, or philosophical backgrounds are welcome.



[www.uvu.edu/inclusion](http://www.uvu.edu/inclusion)

