

**Organizational Excellence Leadership Council Meeting Summary**  
**Tuesday, February 9, 2016**

**Attendees:** Council: Chair, Bob Pianta; Virginia Evans, Rob Hoover, Jim Matteo, Christina Morrell, Kathy Peck, Ex Officio: Sarah Collie; Lee Baszczewski, Mary Brackett **Absent:** Milton Adams, Peter Brunjes, Tamara Fleming, Chris Holstege, Arlene Keeling, Rob Kelly, Nancy Rivers, Len Schoppa

**I. Ufirst – HR Strategic Design: Project Update**

Key project accomplishments were reviewed. Four technology vendor demos held in January— included breakout sessions for various components of the solutions. Attendees were very engaged, and attendance was high and consistent during all four sessions. The OELC stressed the benefit of connecting the overall HRSDI work to the earlier Benchmarking study sponsored by OE.

The council identified specific early service improvements (ESIs) for the near-term (30-60-90 days) to be executed in tandem with the larger transformational project—which will be added to the list of other improvements identified by other stakeholder groups. Examples of ideas included:

- Onboarding /Offboarding
- Hiring process ‘time to post’ & ‘time to hire’
- Internal hire / eliminate background check, Streamline student hires
- Timesheets
- Dual Career , Educational benefits
- Job/Benefit description clarity
- Common performance evaluation calendar, Training on Performance Review
- Eliminate redundancy in Lead@ – focus on goals.
- Improve functionality in Jobs@

**II. Brief Project Updates**

**TravelUVA** went live on January 4<sup>th</sup>. Approximately 200 trips have been booked. Townhalls and hands-on workshops were held in January. There is a need to drive adoption, and OELC members are encouraged to begin using [TravelUVA](#), and provide constructive feedback about the experience and tool to [Travel@virginia.edu](mailto:Travel@virginia.edu)

Upcoming **Research UVA** activities include meetings with research deans and faculty, enhanced capacity for reporting and metrics, and other service delivery improvements. Research faculty members see an opportunity to improve the pace of post-award activities in OSP and project staff need to be responsive to those stakeholders.

**III. Debrief Executive Sponsors’ Meeting – Bob Pianta**

Provost Tom Katsouleas has agreed to serve as an OELC executive sponsor.