

**Organizational Excellence Leadership Council Meeting Summary  
Friday, December 12, 2014**

**Attendees** Council: Chair, Bob Pianta; , Peter Brunjes, Virginia Evans, Hossein Haj-Hariri, Chris Holstege, Arlene Keeling, Rich Kovatch, Jim Matteo, Christina Morrell, Rick Myers, Nancy Rivers, Tamara Sole; Ex Officio: Milton Adams, Sarah Collie, Lee Baszczewski, Mary Brackett ; **Absent:** Len Schoppa

**I. Highlights of December 3 State-Wide “Leading Change” Event**

“Leading Change through Innovation and Collaboration” was a very successful state-wide forum for Virginia public higher education institutions. The forum provided a space to share ideas and explore challenges and collaborative solutions.

Highlights of the event include:

- Approximately 275 attendees/20 institutions
- 85 posters showcasing innovation and change from around the state
- Dr. William “Brit” Kirwan, Chancellor, University System of Maryland, keynote
- OE was thanked for participating in and supporting the event
- It was suggested that OE promote a similar forum for showcasing internal-to-UVa improvements implemented in departments and organizations across grounds

**II. Proposal to Share Benchmarking Data with Schools and Major Units**

The OELC Benchmarking Subcommittee, several unit leaders and OE staff met to discuss sharing benchmarking findings across the university. The subcommittee advised OE to present school and unit-specific data and results, including raw data for further analysis.

The OELC proposed the following schedule:

- Develop School/Unit Reports (Jan-Feb)
- Orientation Meeting (Feb-March)
- Interpret and Apply (Mar-Apr)
- Shared Discussion and Findings with Function owners and leads

**III. Update on HR Service Redesign Project**

The HR Design Advisory Council membership has been confirmed. The chair of the council is Allan Stam, Dean of Batten School. Stakeholder feedback will be critical to the success of the initiative and the first interviews will begin in January. The strategic design of HR is targeted to take 12-17 weeks and deliver a design model and an implementation roadmap in April.

Schedule of Kickoff Meetings and Upcoming Activities

- HR Executive Sponsor Meeting – December 12<sup>th</sup>
- HR Design Advisory Council Kick-off – December 18<sup>th</sup>
- Begin gathering stakeholder input – early January