Organizational Excellence Leadership Council Meeting Summary
Friday, March 6, 2015

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

I.   HR Strategic Design Initiative

A summary of the work-to-date was provided. Ernst & Young, the consulting partner for the project, has summarized high-level main findings about current state, articulated a case for change, and developed guidelines for the HR future state based on the data they collected. OELC members stressed the importance of the Provost Office's role, as this project must account for the needs of the faculty.

A cross-Grounds HR team (school HR directors, central UHR, Health System, Provost Office) was created. The team is planning a design event with HR leaders from around the University, and consumers of HR (represented by Design Advisory Council members). The goals of the session are to develop an initial future-state design, identify the critical path elements and success factors to achieve, and continue to align and communicate with key stakeholders.

II.   "Great Colleges to Work For"

HR, the President's office, the Provost's office and OE are collaborating on the Chronicle of Higher Education's Great Colleges to Work For program, which aims to acquire insights about the quality of the UVa workplace experience. The program will deliver an assessment with standardized metrics and comparative benchmark data, which will identify areas of high performance and opportunities for potential improvement.

III.   School Benchmarking Reports

A high-level analysis of the benchmarking study was shared to confirm the approach and refine the framing. Data include normalized comparative data by school, and school-specific data in the functions of procurement, finance, HR, and IT. The OELC advised sharing institutional views prior to the school views and, where appropriate, highlight transferrable themes. The group also discussed a "sandbox" for raw data, so Associate Deans can conduct additional customized analysis.