

**Organizational Excellence Leadership Council Meeting Summary  
Tuesday, May 5, 2015**

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

**I. Internal Communications**

Dave Martel shared his views on the outcomes of the Internal Communications workgroup. He acknowledged the important of internal communications but also noted various complexities. Dave highlighted the current fragmented state of internal communications and posed broad questions about value, delivery, personalization and overall focus of potential strategies.

Dave noted the importance of a disciplined approach to cascading information. He also shared related efforts underway that should positively affect internal communications: 1) the redesign of UVA Today and cross-promotion of content internally, and 2) the restructure of the current Communications Cabinet to form subgroups addressing specific communications areas, including internal communications

Bob Pianta requested that Dave remain in contact with the OELC, especially after the formation of an internal communications subgroup.

**II. Update on HR Strategic Design Initiative**

Morse Wilkenfeld, of E&Y gave a preview of next steps for the HR Strategic Design Initiative. He reviewed the work completed to date, common messages, and the goal of delivering a seamless user experience to HR's clients. The new model puts HR clients squarely in the middle, and shifts from the current model of high fragmentation and variability.

Other topics discussed:

- Future-state governance
- Unique needs of some areas / staff with appropriate competencies
- Internal Financial Model
- Dedicated change management approach

**III. List of Research Administration Improvements**

The first phase of ResearchUVa has received widespread, enthusiastic feedback from research faculty, but there is a need to communicate the benefits for faculty more broadly. The next phase of ResearchUVa will provide an electronic proposal and budget tool. Research faculty focus groups identified the top ten faculty frustrations to be pursued in 2015, including improvements to Recon@ and Effort @.

#### **IV. Debrief Benchmarking Study School Analysis Meeting**

A school-based analysis of the benchmarking study was shared with the associate deans and central functional owners, and meaningful dialogue ensued. The group will reconvene to discuss further interpretation of the data and analysis.