

OVERVIEW OF Ufirst

The Academic Division, the Health System, and the College at Wise are joining forces to reimagine HR at the University of Virginia. The Ufirst project mission is to deliver a high level of coordinated services including user-friendly technology, outstanding reporting & analytics, excellent customer service, and an exceptional employment experience across-Grounds.

WHY ARE WE DOING THIS?

UVA currently faces:

- Mass retirement of existing talent
- Increasingly competitive market for new talent
- Inconsistent service experience
- Systemic inefficiencies and redundancies
- 70+ disjointed systems that collect HR data and six different learning management systems across three entities
- 20+ employee categories governed by 152 HR policies

WHAT WILL BE DIFFERENT?

The HR function will come together to align have standard work, share best practices, and create common processes. Improvements include:

- **HR Processes & Procedures:** Streamlined, electronic processes that save time and energy
- **Organizational Structure:** A centralized division for all HR professionals
- **Service Delivery:** High quality and consistent services delivered to all customers
- **HR Technology:** State of the art HR technology that will change the way we do HR work

TIMELINE

