

Ufirst - FREQUENTLY ASKED QUESTIONS

What is Ufirst?

The Ufirst project is leading the transformation of Human Resources at the University of Virginia and implementing a new, best-in-class HR technology. The goal of the Ufirst project is to improve the way everyone experiences HR at UVA. Over two years, current HR functions across Grounds will come together to align standard work, share best practices, create common processes, and deliver customer-focused HR service consistently and efficiently - providing all team members with a better workplace experience.

What does "future-state" mean?

The future-state refers to the way HR delivers services once the Ufirst project is complete. The future-state service delivery model represents how HR will support your organization and ensures that HR delivers similar, consistent, and exceptional services across Grounds.

How will UVA Human Resources services be improved?

UVA Human Resources will be better able to serve customers by:

- **Saving Time:** Reducing the time it takes to get basic HR work done and, as a result, create more time for faculty, physicians, staff, nurses, and student employees to focus on their primary job at UVA.
- **Increasing the Quality of Talent:** Enhancing UVAs ability to recruit, hire, develop and retain top talent required to deliver on our core mission of teaching, research and patient care.
- **Enhancing the HR Service Experience:** Replacing a service experience characterized as 'difficult' and transform HR services into a point of pride for the University.

How will the Ufirst project impact HR professionals?

Because of this transformation, HR professionals can expect new roles and responsibilities, expanded professional development opportunities and career progression, reduced time completing non-value add and paper-based HR tasks, strategic partnership with leaders, and best-in-class HR technology

Will existing HR policies, processes, and practices change in the future-state?

Yes, during implementation, the Ufirst project team will review many HR policies, processes, and practices to improve and streamline the University's HR program. The Ufirst project team is committed to involving the right voices in the decision-making process and to communicating updates appropriately to the wider University community.

Which HR vendor solution will the Ufirst team implement?

Following a rigorous selection process, the University has selected Workday Human Capital Management. It will provide functionality in the areas of recruiting, time & attendance, benefits, payroll, talent management, learning, compensation, and core HR (i.e., personal and job data changes).

Are there opportunities to get involved?

Yes! Ufirst is a complex project and will not be successful without wide perspectives and input. The Ufirst project team prioritizes feedback collection and relies on the insights of the HR community across the University. There will be multiple ways to contribute. Email ufirst@virginia.edu to find out how you can get involved.

Where can I find answers to more questions?

For more Ufirst FAQs, visit ufirst.virginia.edu/faq

