UNIVERSITY of VIRGINIA

ORGANIZATIONAL EXCELLENCE

ENGAGE. SIMPLIFY. ENABLE THE MISSION.

Organizational Excellence Leadership Council
Meeting Summary - October 19, 2016

In attendance: Council: Chair: Bob Pianta. Members: Jim Matteo, Nancy Rivers, Kathy Peck, Chris Holstege, Rob Kelly, Len Schoppa, Peter Brunjes, Rob Hoover, Christina Morrell, Virginia Evans Ex Officio: Sarah Collie; Lee Baszczewski, Mary Brackett; *Absent:* Arlene Keeling (sabbatical) Guests: Kelley Stuck, Sean Jackson

---

I.   UPDATE ON Ufirst

The HR Strategic Design work provided the redesign foundation for the Ufirst project. Ufirst is the implementation phase to transform the delivery of HR services across the academic division, medical center, and UPG for enhanced effectiveness and efficiency. The timeline for implementation is through September 2018 with the Workday the technology go-live date of July 2018.

Recent effort has focused on staffing the project team. Due to reassigning internal staff to the project, there is added pressure on HR operations. Unfilled project roles remain in Total Rewards, Payroll, Analytics, and Technology.

II.   STUDENT HIRING PILOT

The goal of this pilot was a simplified and consistent student hiring experience. Student Hiring at the University is a distributed process across schools and departments, with often disparate procedures and processes. Student Hiring is also seasonal with peak activity periods at the beginning of each semester.

This fall semester, OE partnered with members of the College of Arts & Sciences, SEAS, the Provost's Office, and UHR to deliver one-stop hiring services to students for one month duration in Newcomb Hall. Three hundred students were hired. The results included very high student satisfaction, reduced error rates, and increased collaboration among central and school HR staff.

III.   PORTFOLIO MANAGEMENT FRAMEWORK

A brief report was provided on the development of an institutional portfolio management approach by the OELC subgroup. The proposed process and roles will be refined through meetings with key stakeholders including Associate Deans and a subset of project sponsors and leads. Discussions with Executive Sponsors will follow.