## HR Strategic Design Initiative Objectives and Scope



## HR Strategic Design Initiative Project Approach and Plan

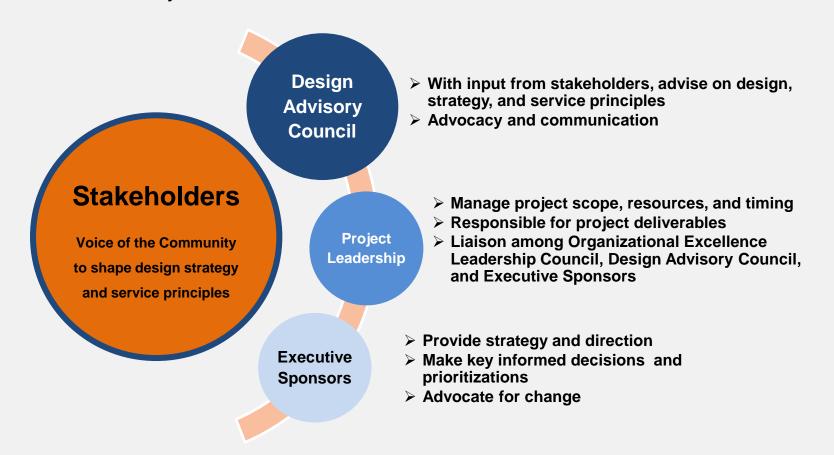


	December	January	February	March	April
<ul> <li>Phase 1: Launch the project and develop the current state assessment</li> <li>Conduct project kickoff</li> <li>Review the existing current state, and determine what if any additional data gathering is required</li> <li>Identify and conduct interviews with a cross-section of university leaders</li> <li>Document the current state</li> <li>Document guiding principles for the future state service delivery model</li> </ul>					
Phase 2: Develop the future state service delivery model and begin to build consensus  Use the data and insights gathered in the interviews to:  ► Identify any immediate priorities  ► Develop a university-wide HR strategy and service delivery model  ► Design a university HR governance model and process  ► Develop a high level business case, budget and road map  ► Develop a game plan for reviewing and refining the vision and road map with stakeholders					
<ul> <li>Phase 3: Develop and gain agreement on a plan for moving forward</li> <li>▶ Engage stakeholders to refine the vision and road map</li> <li>▶ Refine the business case for change</li> <li>▶ Develop an implementation road map</li> <li>▶ Identify potential obstacles</li> <li>▶ Conduct working meetings to refine the plan and build consensus</li> <li>▶ Refine the plan and priorities for year 1</li> </ul>					
Governance Reviews (TBD; on or about)	*	*	*	*	*

## HR Strategic Design Initiative Project Governance



As UVa approaches its bicentennial, our mission is to transform HR to play a vital role in achieving the University's goals and aspirations. This project will design the vision, strategy, and road map to make that transformation a reality.



## HR Strategic Design Initiative Project Stakeholders and Leaders



- Representatives from Stakeholder Groups, for example:
  - Deans, VPs, Dept. Chairs, Provost Office, President's Office, Non-school units, EOP, Exec Search Group, Fac. Senate, Staff Senate, Medical Center Employee Council, MAG, HR Directors/Professionals, OELC, Medical Center Management Group, other Medical Center constituencies, etc.
- Design Advisory Council
  - Chair, Allan Stam, Dean of the Batten School of Leadership & Public Policy
  - Kerry Abrams, Vice Provost for Faculty Affairs, Provost Office
  - Reba Camp, Administrator for the Environment of Care, Medical Center
  - George Cohen, Professor, School of Law
  - Janet Heinzmann, Departmental Chief Operating Officer, Department of Surgery, School of Medicine
  - Arlene Keeling, Chair, Acute & Specialty Care Department, School of Nursing
  - Christina Morell, Associate Vice President for Student Affairs
  - Dave Smith, Professor, College of Arts & Sciences
  - Don Sundgren, Chief Facilities Officer, Facilities Management
  - Justin Thompson, Associate Dean for Management and Planning, Curry School of Education
  - Steve Wasserman, Assistant Dean for Research, School of Medicine
- Project Leaders and Management
  - Morse Wilkenfeld, Ernst & Young
  - Susan Carkeek, Vice President and Chief Human Resource Officer
  - Sarah Collie, Assistant Vice President for Organizational Excellence
  - Andrew Mulcunry, Medical Center
  - Elizabeth Allan, Project Manager, University Human Resources
  - Lee Baszczewski, Director of Organizational Excellence
  - Krithika Sundar, Ernst & Young
- Executive Sponsors
  - John Simon, EVP/Provost
  - Pat Hogan, EVP/Chief Operating Officer
  - Rick Shannon, EVP for Health Affairs