Introduction to Ufirst

February 16, 2017

UNIVERSITY OF VIRGINIA

Ufirst
HUMAN RESOURCE SOLUTIONS *for* YOU

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Mission + Opportunities = Ufirst

Who we SERVE:

UVA Health System
13,000+ team members
More than 950,000 *patient visits* in 2016

UVA Academic Division
15,000+ faculty & staff
Nearly 22,000 students

Why Now?

- Inconsistent service experience for team members
- Inefficient and redundant policies & technology:
  - 70+ disjointed HR systems
  - 6 learning management systems
  - 20+ employee categories governed by 152 HR policies
- Mass retirement of talent
- Increasingly competitive market for talent

How?

The Ufirst project team will deliver a future-state HR function that provides a consistent and exceptional work experience for every UVA colleague by:

- Providing an HR SERVICE that is best in class
- Reducing the TIME it takes to complete basic HR work
- Enhancing UVAs ability to recruit, hire, retain, and develop TOP TALENT

2

Ufirst Strategy Objectives

The Ufirst Mission:

The University of Virginia is transforming the way we serve our mission by putting you first. The Academic Division and Health System are joining forces. We aim to create a consistent and exceptional work experience for every UVA colleague, one that is commensurate with our reputation of excellence.

The Ufirst Strategic Objectives:

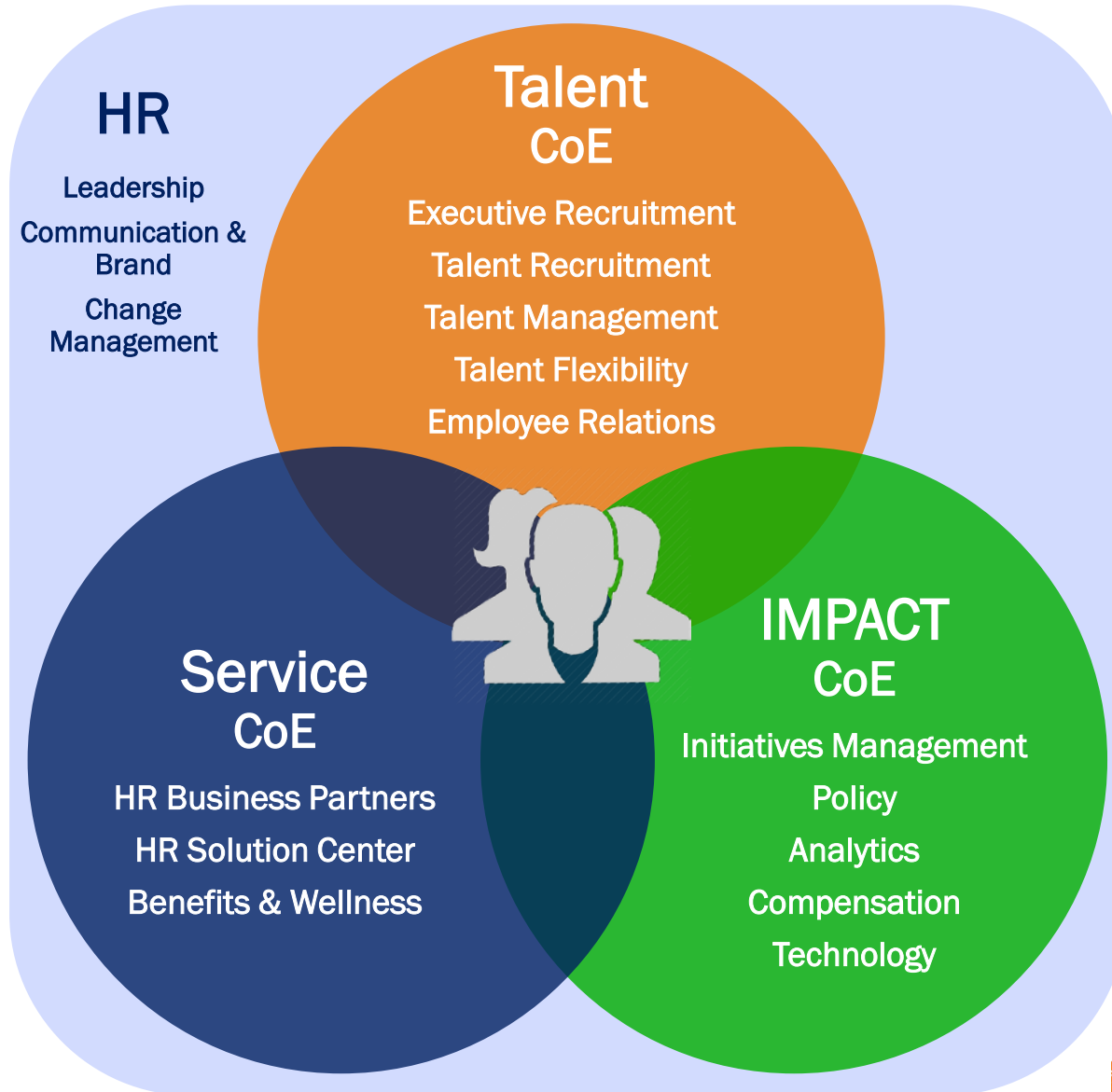|					
Exceptional employment experience	Recruiting, hiring, and onboarding experience consistent with the reputation of UVA	Improved satisfaction through seamless, consistent, high-quality HR services and experiences	Real-time reporting, analytics and people insights to inform decisions	Proactive support and engagement from HR business partners	User friendly systems and the ability to use your smart devices

Future State HR Service Delivery Model
Operating Model Design

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HR

Leadership

Communication & Brand

Change Management

Talent
CoE

Executive Recruitment

Talent Recruitment

Talent Management

Talent Flexibility

Employee Relations

Service
CoE

HR Business Partners

HR Solution Center

Benefits & Wellness

IMPACT
CoE

Initiatives Management

Policy

Analytics

Compensation

Technology

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UVA's Human Resource Technology
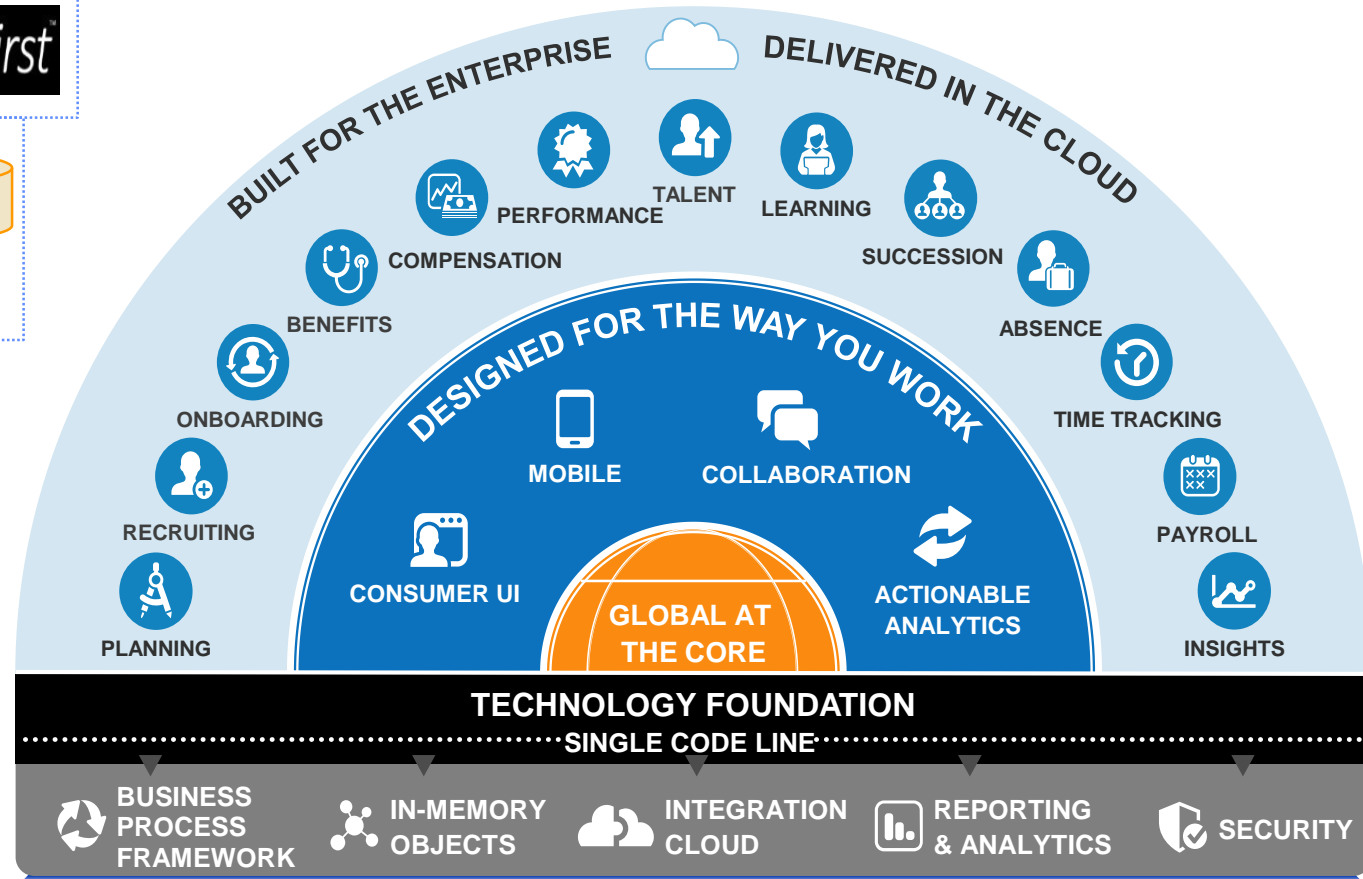
UVA will transition from current HR technology to Workday

What are the benefits of a new HR?

HR Function

- Consistent Experience
- Customized Service
- HR Customer
- Best-in-Class HR Service
- Innovative Technology Solution
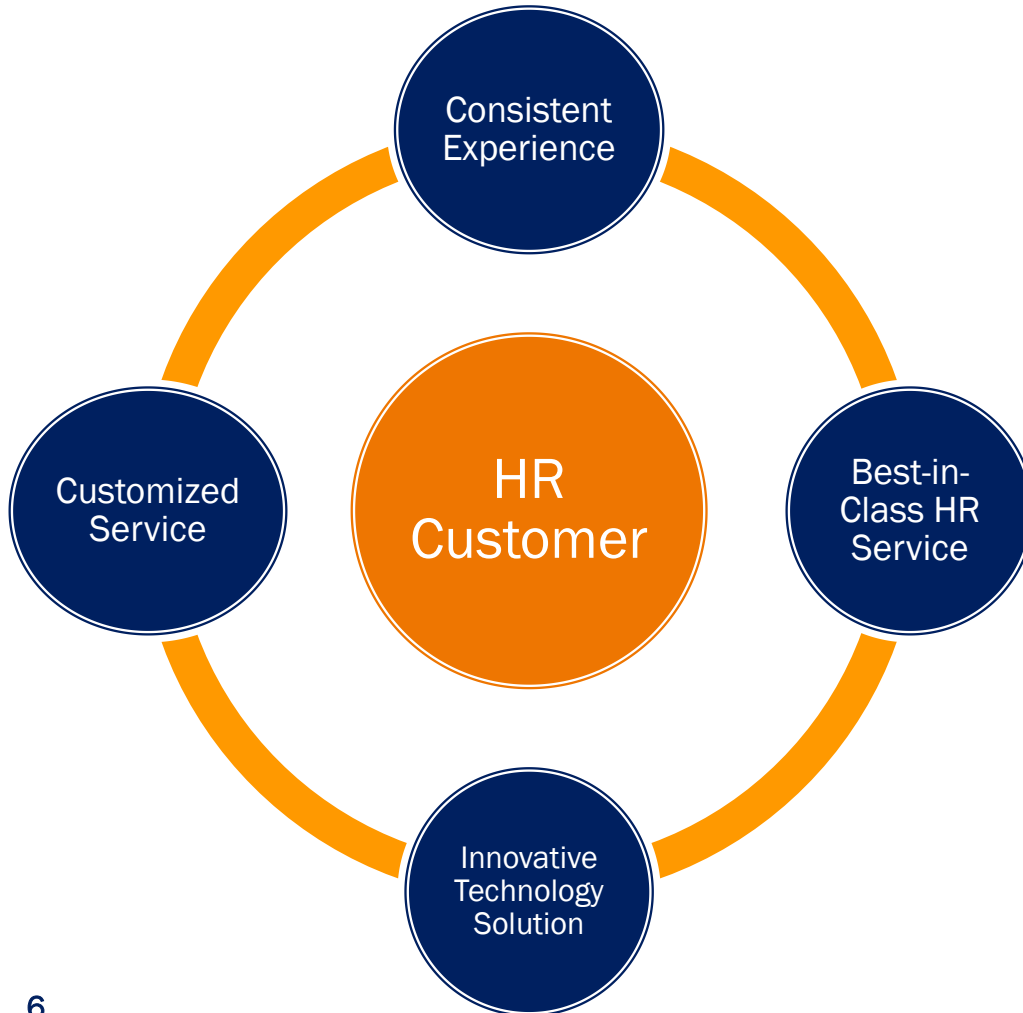
HR Technology

1 Unified HR system across the University resulting in increased efficiency

2 Consistent workflows across with flexibility to accommodate critical unique requirements

3 Robust reporting and analytics and improved auditability

4 Real-time data across modules due to a single line of code

5 Consistent user experience for all users

High Level Summary of Ufirst Teams

The Ufirst project has a number of teams working to design the future of HR:

Communities of Expertise

The three Communities of Expertise provide deep technical expertise to the University in these areas:

- Talent Community of Expertise
  - Talent Recruitment
  - Talent Flexibility
  - Employee Relations
  - Talent Management
- Service Community of Expertise
  - Benefits & Wellness
  - HR Solution Center
  - HR Business Partners
- HR IMPACT and Decision Support Community of Expertise

These teams are charged with designing future-state programming, driving improvements over time, and ultimately planning how the service delivery model will work together.

Talent Readiness

Develops HR organizational architecture to include titles, levels and role profiles; develops and facilitates a talent mapping process; supports talent onboarding into new roles.

Technology

Helps the University imagine new possibilities and capabilities with state-of-the-art technology, define the future-state HR technology architecture, and prepare the University data and systems for implementation.

Process

Develops future-state processes and control points to serve the needs of the University.

Change Management and Communications

Builds awareness, engages key stakeholders and establishes the infrastructure needed to support change. The team enables a strong, unified HR community across the Health System and the Academic Division.

Transformation Management Office

Ensures the project is being completed on track, per project plan and proposed timeline, develops and distributes internal and external project communications. The TMO will actively manage risks, action items, issues and decisions over the life of the project.

Ufirst Community Engagement

The Ufirst is working to create a two-way engagement channel to ensure rapid and accurate information exchange to and from the Ufirst project team and HR Customers.