



Human Resource Strategic Design Initiative



The talent of our workforce is one of our many distinguishing characteristics. The quality of our human resource experience should mirror that same excellence.



Who?

The Academic Division and the Health System

Why?

- mass retirement of existing talent
- an increasingly competitive market for new talent
- the opportunity to improve the human resource experience
- systemic inefficiencies and redundancies

How you will benefit:

- a recruiting, hiring, and onboarding experience consistent with the reputation of the University
- improved satisfaction through seamless, consistent, high quality HR experiences
- proactive support and engagement from HR service partners and
- a reduction in overall HR-related costs gained through a more efficient operating model.

Phase 1

Design

September 2015 – June 2016

Phase 2

Implement

July 2016 – December 2017

Phase 3

Sustain

January 2018+



Project Contacts

Tamara Fleming ts3wx@virginia.edu
Heather Humphrey hh5ax@virginia.edu