Staff Senate Meeting Agenda
South Meeting Room, Newcomb Hall

May 26, 2016
11:00 AM – 1 PM

11:00  Welcome & Announcements  Amy Muldoon, Co-Chair
       Maggie Stein, Co-Chair

11:05  Bryan Garey
       Mary Brackett
       Interim VP, UHR
       Senior Assoc., Organizational Excellence

11:55  Updates
       Monica Petrich (UHR)
       Co-Chairs
       Committees (12:10-1 PM)

Next Meeting:
June 16, 2016 at 11 AM in Zehmer Hall
Guest Speakers: Pat Hogan and Rick Shannon
ANNOUNCEMENTS

- Parking Passes
- Report a Barrier Tool
- SPCS Personal Enrichment Courses are ending next year
- Starting May 2nd, JAUNT will be operating the “29Express” service.
Ufirst Project Overview

Spring 2016
Ufirst project overview

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 case for transforming Human Resources (HR) at UVA has never been stronger. Outstanding HR services are crucial for the University to deliver on its mission and its strategic goals. Currently UVA faces:

- Mass retirement of existing talent
- Systemic inefficiencies and redundancies
- Increasingly competitive market for new talent
- 70+ disjointed systems that collect HR data and six different learning management systems across three entities
- Inconsistent service experience
- 20+ employee categories governed by 152 HR policies
The solution

**Human Resources must be focused and unwavering in its support of excellence. We aim to provide the highest quality HR services to advance the University’s mission of world-class teaching, research, patient care, and public service.**

We commit to:

- A recruiting, hiring, and onboarding experience consistent with the reputation of the University
- Improved satisfaction through seamless, consistent, high-quality HR services, and experiences
- Proactive support and engagement from qualified HR professionals
- A more efficient operating model that frees up HR professionals to focus on more value-added activities
Ufirst timeline

We began this HR transformation journey in early FY 2015 and it will continue for several years with full implementation expected in FY 2018. Between now and then, expect to see both incremental and punctuated improvements to HR processes, policies, and systems.

<table>
<thead>
<tr>
<th>FY 2015 / 2016</th>
<th>FY 2017</th>
<th>FY 2018+</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Align HR and co-build a solid foundation</strong></td>
<td><strong>Get ready for change</strong></td>
<td><strong>Design the future</strong></td>
</tr>
<tr>
<td>• Engage stakeholders</td>
<td>• Create stakeholder involvement and collaboration infrastructure</td>
<td>• Co-build HR process models and build service components</td>
</tr>
<tr>
<td>• Create a shared understanding of current HR performance</td>
<td>• Build detailed business case</td>
<td>• Design service center, service partner, CoEs</td>
</tr>
<tr>
<td>• Begin with the “why” and articulate purpose/guiding principles</td>
<td>• Define project structure and onboard teams</td>
<td>• Design organizational structure and governance model</td>
</tr>
<tr>
<td>• Co-build a vision for future state HR service delivery</td>
<td>• Establish project management tools and routines</td>
<td>• Rationalize policies</td>
</tr>
<tr>
<td>• Articulate the case for change</td>
<td>• Build integrated plan for design phase</td>
<td>• Assess data quality</td>
</tr>
</tbody>
</table>

**Continuous improvement opportunities**

- Implement program changes
- Evaluate & select talent
- Test and retest solutions
- Create a shared understanding of current HR performance
- Enable processes and configure technology
- Define technology requirements
- Assess data quality
- Implement service delivery model
- Support team as they work in new ways
- Monitor and stabilize operations
- Begin to find continuous improvement opportunities
Additional information and next steps

For additional information visit the Ufirst website ufirst.virginia.edu. If you have any questions and/or comments, email the project management office at ufirst@virginia.edu.

Ufirst website information
Additional Ufirst project information on the website includes:
- Team structure
- Leadership
- News
- FAQs
- Contact information

Next steps
We will be providing updates as the project progresses and key decisions are made. Please stay tuned for further updates in Summer 2016, including:
- Early service improvements
- HR technology solution decision
- HR service delivery approach/experiences
CO-CHAIRS UPDATES

• Part-time Staff Senate position
  o More changes to bylaws – will send out for review

• Advisory Board Meeting
  o SOM/SON Coordinator

• Co-Chair Elections
  o All Nominations must be submitted before the June Meeting when we will announce the candidates

• Committee Co-Chair Elections/Selections
  o Please submit names to co-chairs by June 15

• Meeting Reminders
  o June 16 Meeting in Zehmer Hall – Pat Hogan & Rick Shannon
  o July 21 Luncheon in Harrison Small Auditorium – Co-Chair Elections
COMMITTEE UPDATES
ELECTIONS TIMELINE

May
- The Executive Committee will present nominations for the offices of secretary and two co-chairs by the end of May.
- Senators running elections should collect names of nominees in their organizational units.

June
- Senators will run the elections for senators/alternates in their organizational unit and report the outcome to the Membership Committee by June 30 (staffsen-membership@virginia.edu).
- At the Staff Senate meeting: Officer candidates will be named.

July
- Absentee votes for officer elections must be submitted before the July meeting.
- At the Staff Senate meeting: Officers will be elected and announced.
ADVOCACY COMMITTEE
COMMUNICATIONS COMMITTEE
UNIVERSITY PARTNERSHIPS COMMITTEE