

# Ufirst Project Overview

Spring 2016



# Ufirst project overview

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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.

# Current challenges



*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:*



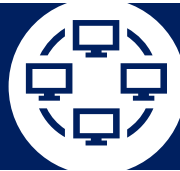
Mass retirement of existing talent



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.*



# Additional information and next steps



*For additional information visit the Ufirst website [ufirst.virginia.edu](http://ufirst.virginia.edu). If you have any questions and / or comments, email the project management office at [ufirst@virginia.edu](mailto: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