



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.

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. 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
 - More changes to bylaws – will send out for review
- Advisory Board Meeting
 - SOM/SON Coordinator
- Co-Chair Elections
 - All Nominations must be submitted before the June Meeting when we will announce the candidates
- Committee Co-Chair Elections/Selections
 - Please submit names to co-chairs by June 15
- Meeting Reminders
 - June 16 Meeting in Zehmer Hall – Pat Hogan & Rick Shannon
 - July 21 Luncheon in Harrison Small Auditorium – Co-Chair Elections



STAFF SENATE
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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.



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ADVOCACY COMMITTEE



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COMMUNICATIONS COMMITTEE



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UNIVERSITY PARTNERSHIPS COMMITTEE