<table>
<thead>
<tr>
<th>Time</th>
<th>Agenda Item</th>
<th>Speaker(s)</th>
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</thead>
<tbody>
<tr>
<td>11:00</td>
<td>Strat. Plan Staff Success Initiative Collaboration</td>
<td>Megan Lowe (EVP-COO Office), Kelley Stuck, Michael Latsko, and Rose Markey (HR)</td>
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<tr>
<td>12:00</td>
<td>Announcements</td>
<td>Co-chairs and all</td>
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<td>12:15</td>
<td>Constituency Corner</td>
<td>Led by Adam</td>
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<td>12:45</td>
<td>Wrap-up</td>
<td>Co-chairs</td>
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AGENDA

1. Review input from June 2019 meeting
2. Cultivating Staff Success: Initiative #5 in the 2030 Plan
3. UVA HR Strategy map & Talent Strategy around Employee Lifecycle
4. Design Thinking Exercise
5. Report out
From the 2030 Plan

Initiative #5: Cultivating Staff Success

We cannot achieve our aspirations unless we have a talented and fulfilled University staff. We will prioritize the recruitment and retention of a diverse workforce and the creation of an inclusive and supportive environment, in which staff are recognized as integral to the success of our mission. We will also build on existing leadership programs and develop robust career paths across the University.
Human Resources Strategy Map

2030 UVA Great and Good Strategic Plan

- Strengthen our foundation
- Cultivate the most vibrant community in higher education
- Enable discoveries that enrich and improve lives
- Make UVA synonymous with service

Leading HR strategic initiatives

- Cultivating Staff Success
- Third-Century Faculty

Stakeholders

- Leadership
- Managers
- Staff/Team Members
- Students
- Faculty
- Community

Human resources functional areas and processes

- Recruitment and UVA brand
- Talent planning and leadership
- Performance and development
- Benefits and employee service
- Impactful workforce measures

Future of talent innovation

- Diversity
- Inclusion
- Equity
- Prepping for future work/workforce

Initial draft for input: November 13, 2019
Employee Life Cycle

Recruit ➔ Onboard ➔ Develop ➔ Retain ➔ Offboard ➔ Recruit
“We should strive not simply to be great, but also to be good, recognizing that in the not-too-distant future, it will likely be impossible for a university to be truly great if it is not also good. **The very best faculty, students, and staff are going to want to live, work, and study at institutions in which they can believe wholeheartedly; institutions that are both outstanding and ethical; institutions that are excellent, but excellent for a purpose.**”
Great place to work

“In 2030, universities will be judged in part by how well they are run and whether they are ethical institutions—whether they are great places to work....”
Exercise:
Work in your group to:
1. **Define** the elements of staff success, include good & great & great place to work.
2. **Ideate** how UVA HR can impact these elements.

- External Partnerships
- Internal L&D
- Self Learning
- Clear Career Paths
- Coaching
- Mentoring
- Career Paths
- UVA Exp
- Total Rewards
- Goals
- Expectations of Managers (held accountable)
- Agile Workforce
- Investments in development
Announcements

• “Better Awareness of Ongoing/Completed Work” working group first meeting: 1/28 in Carruthers Hall – Conf. Rm. 2 from 11 a.m.-12 p.m.”

• Exec. transitions – Rachel leaving, Nyshae interim membership co-director

• Advocacy and Univ. Partnerships upcoming meetings

• Open to senators
Constituency Corner
Next Meeting

February 18, 2020, 11 a.m. – 1 p.m.
Newcomb Hall, South Meeting Room