

# At a Glance



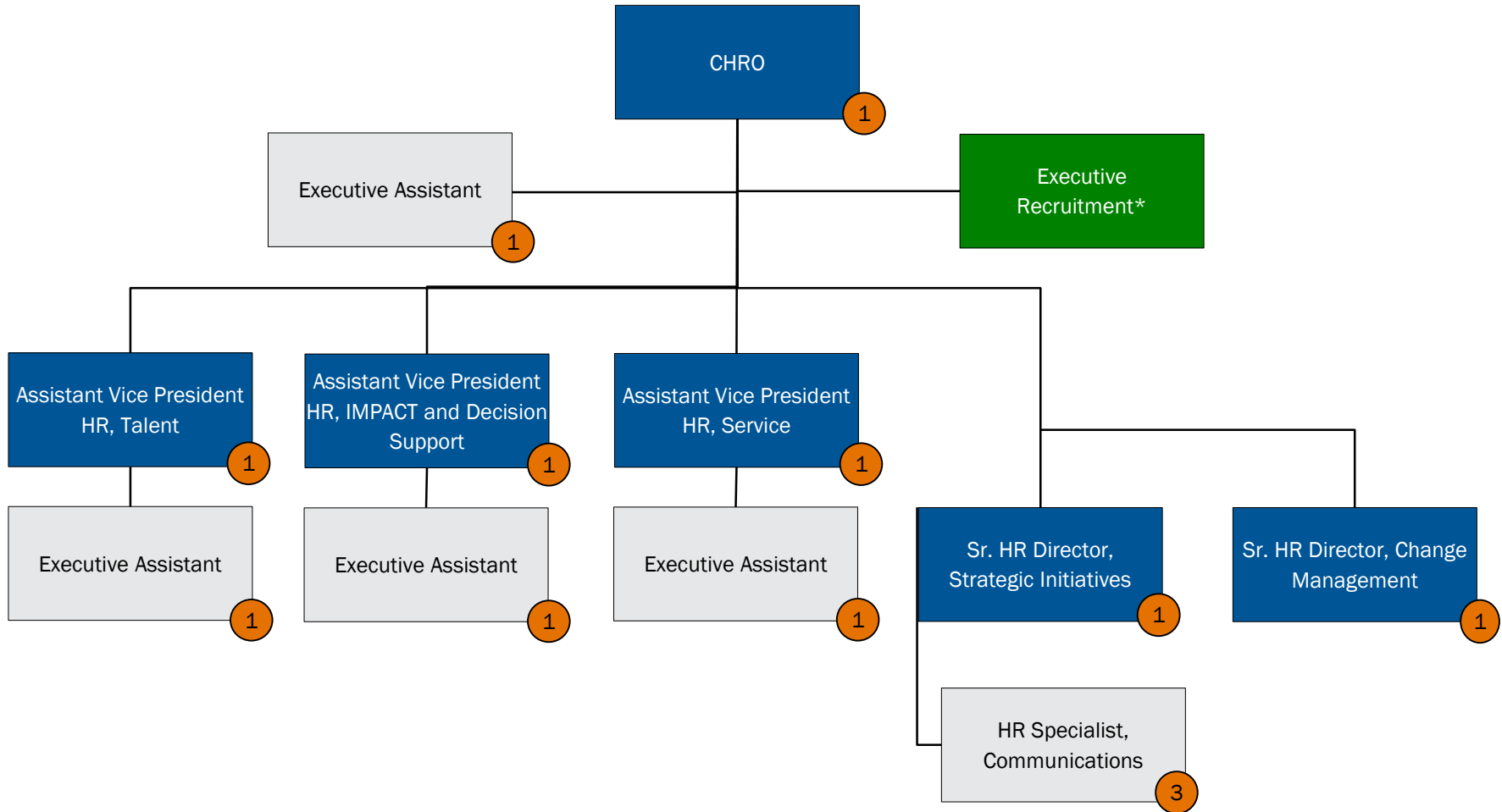
\* Cost recovery unit. Staffing determined by volume.

A few notes about **working titles** as presented throughout this document:

- Current titles and job duties do not necessarily map to future titles and job duties. Please see the Ufirst website, <http://ufirst.virginia.edu/explore-new-organization>, for details regarding mapping of organizational chart titles to position description titles and for position summaries.
- Candidate capability will dictate their fitness for the role and their placement within the compensation structure

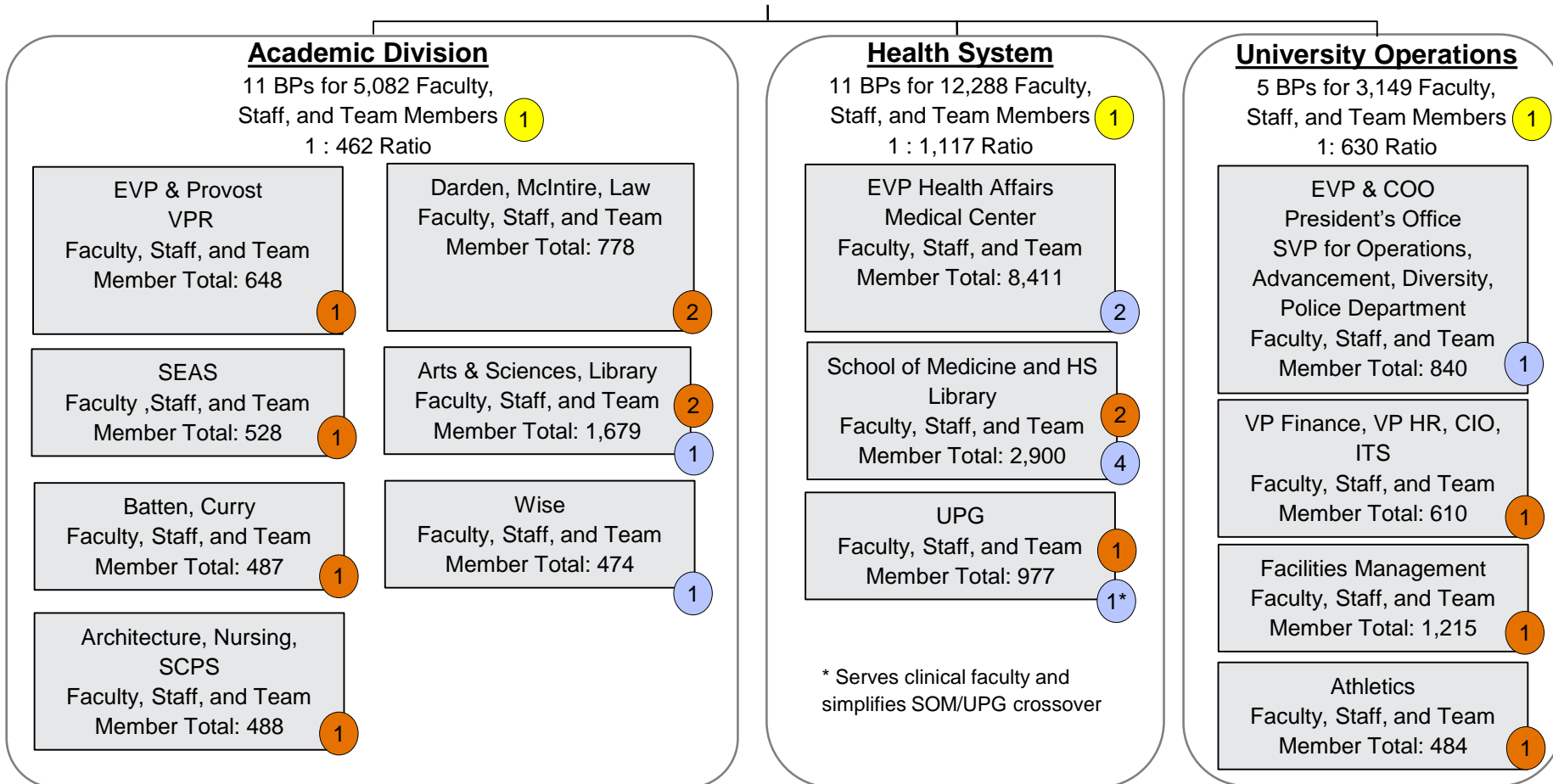
# ORGANIZATIONAL DESIGN BY FUNCTION

- CHRO Office – CoE Leads, Change Management, Communications, Executive Recruitment
- Service CoE– HR Business Partners
- Service CoE – Solution Center
- Talent CoE – Talent Recruitment
- Talent CoE – Employee Relations
- Talent CoE – Talent Management
- IMPACT and Decision Support CoE



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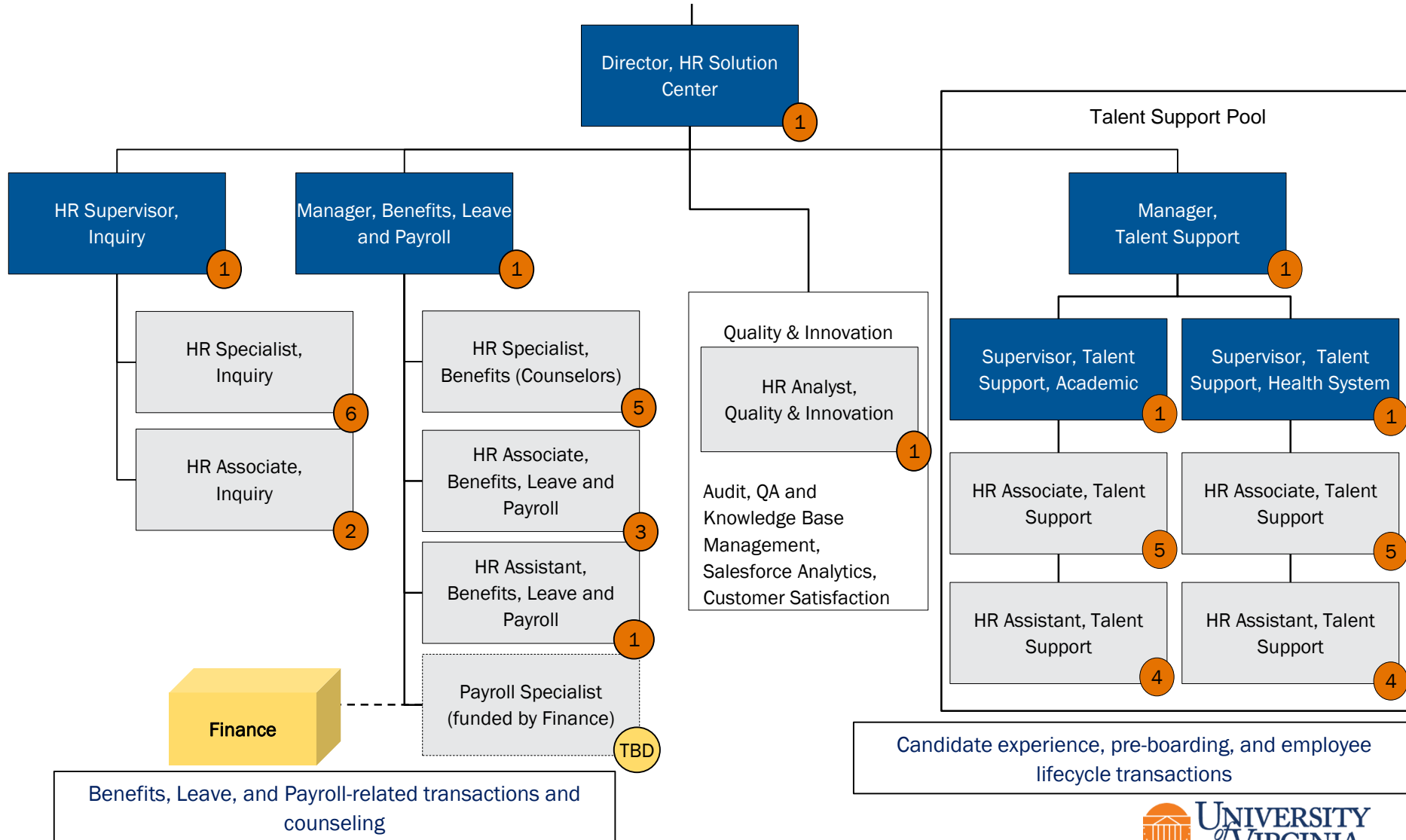
(Reports to AVP HR, Service)



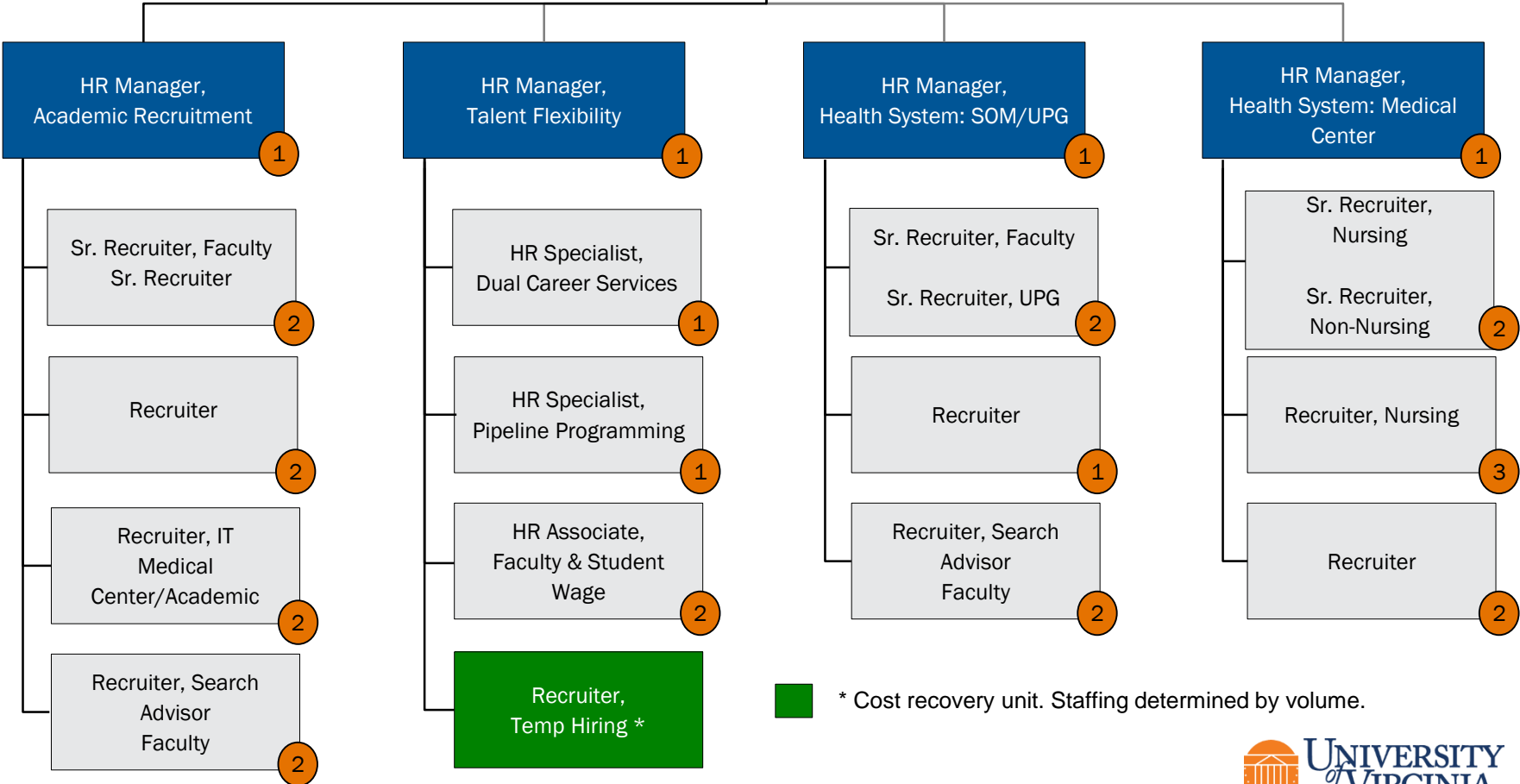
- HR Business Partner Lead, reports to AVP of Service  
Working leaders who serve as BP to either Provost Office, Medical Center or President's Office/COO
- Senior HR Business Partner
- Business Partner

Note: Faculty, Staff, and Team Member Total includes Staff Wage, Salaried Staff, Salaried Faculty, Faculty Wage, Professional Research Staff, and all UPG Employees. Faculty, Staff, and Team Member Total excludes Fellows, Non-Paid/Visiting, Students, and House Staff at the Medical Center.

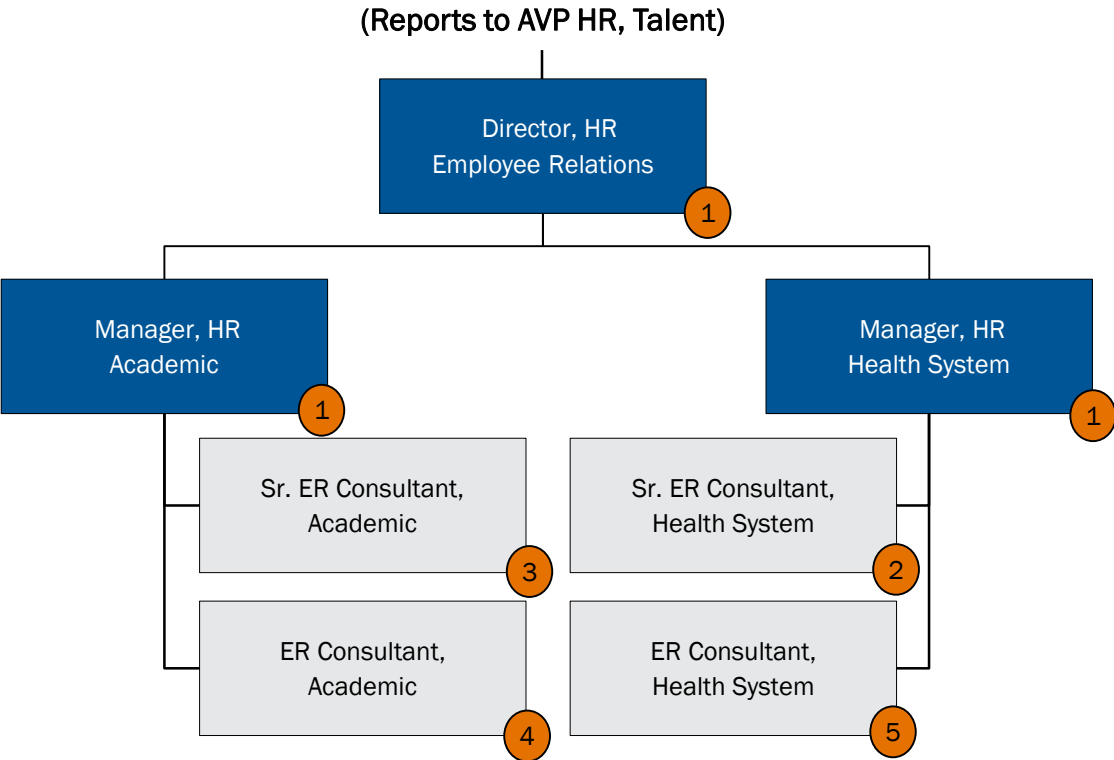
(Reports to AVP HR, Service)



(Reports to AVP HR, Talent)

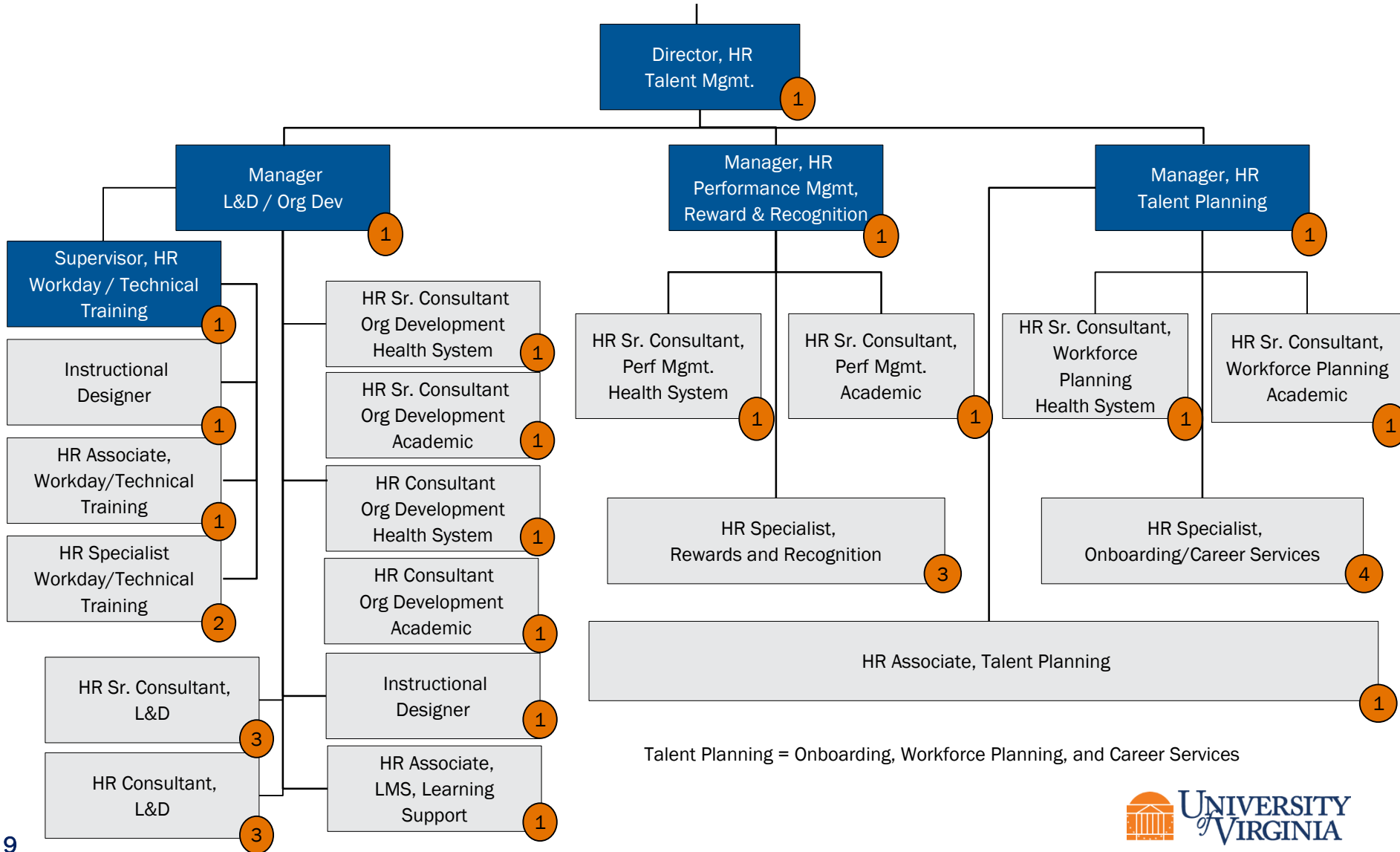


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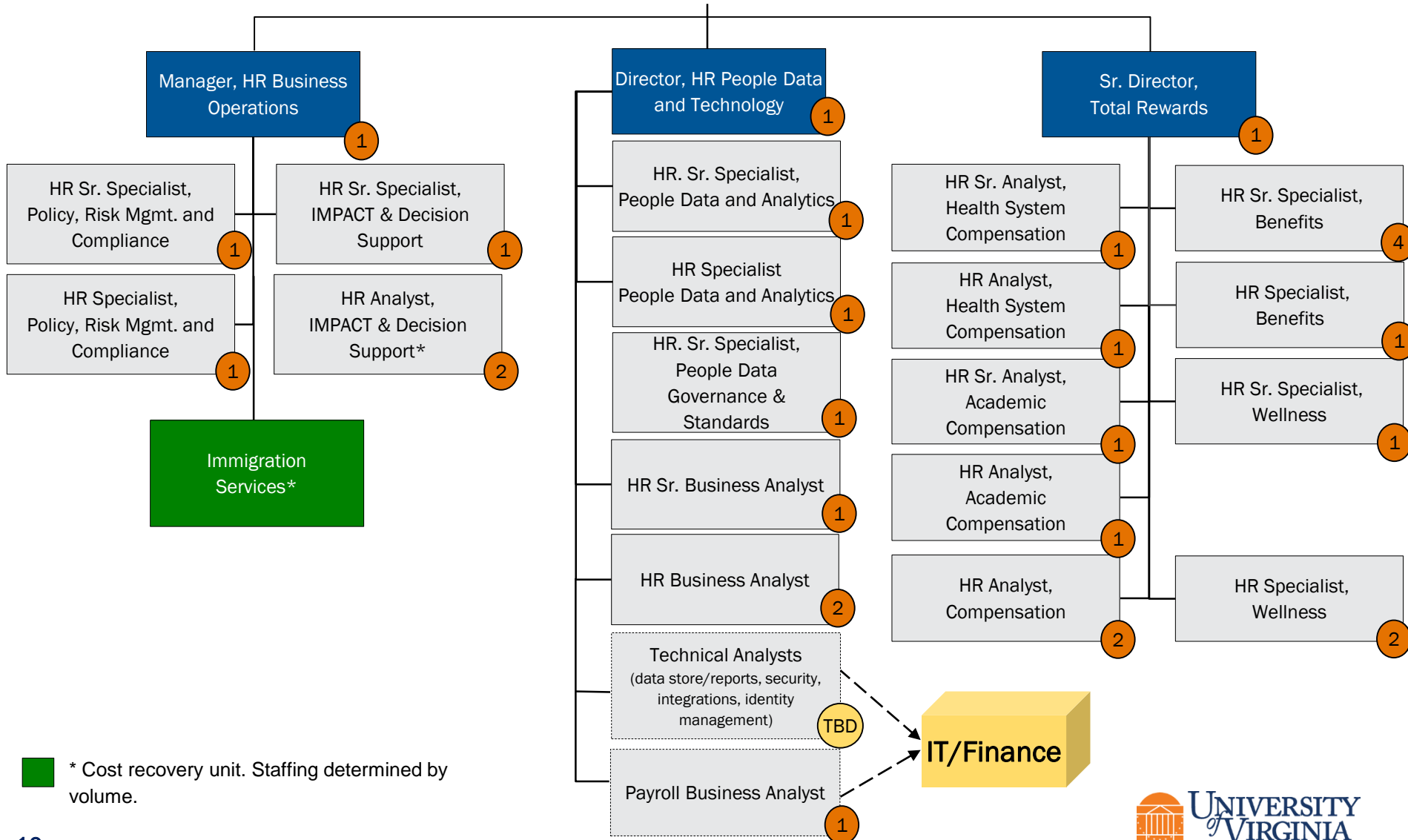


(Reports to AVP HR, Talent)



# IMPACT and Decision Support

(Reports to AVP HR, IMPACT and Decision Support)



\* Cost recovery unit. Staffing determined by volume.

\*Can be deployed across IMPACT to support Sr. Manager, HR Finance, Budget & Business Ops, Compensation