The Ufirst Project
The Ufirst project is leading the transformation of Human Resources at the University of Virginia, bringing together HR operations from across Grounds to deliver better and broader HR service for all.

The Case for Change
UVA currently faces:
• Retirement of existing talent
• Increasingly competitive market for new talent
• Inconsistent HR service experience
• Systemic inefficiencies and redundancies
• 70+ disjointed systems that collect HR data and six different learning management systems across three entities
• 20+ employee categories governed by 152 HR policies

These factors make it difficult for HR professionals to serve in an effective and efficient way. Now is the time to make a change.

The Transformation
Ufirst project team members, along with hundreds of stakeholders and subject matter resources across the University, have partnered to better understand the HR work happening at UVA, identify best practices, and develop consistent processes. Key to enabling the transformation will be the implementation of a new, best-in-class HR technology system called Workday. This user-friendly technology will replace multiple systems currently in use and facilitate easier access to HR service and information. The transformation is taking shape now, building to the launch of Workday in July 2018.

Improvements include:
• HR Processes & Procedures: Streamlined, electronic processes that save time and energy
• Organizational Structure: Provides support at the local level, backed by a network of HR specialists providing core services
• Service Delivery: High-quality and consistent services delivered to all customers
• HR Technology: State-of-the art HR technology that will enable better service and easier access to information

Stay Connected
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Ufirst is improving the way you experience HR, supporting you in your pursuit of innovation and excellence at UVA.
Workday Overview
Workday is a leading, cloud-based technology that will help you manage HR-related information and activities. With this tool, you will work with your HR team in one system, gaining greater visibility to the workforce at UVA. Many of UVA’s peer institutions trust Workday to support their organizations.

Key Benefits of the HR Transformation for Individual Contributors
• I have access to dedicated HR professionals who understand me and my history at the University and who help with tough benefits and life situations
• I have access to exceptional resources and training that allow me to excel and succeed
• I benefit from intuitive technology and significant self-service functionality that makes entering time, requesting time off, and signing up for benefits easy
• I receive consistent answers from HR. I have one phone number to call and it is easier for me to apply for jobs
• I have the ability to work across multiple entities using one system
• I know that I am an incredibly important part of UVA and my contributions matter

HR Transformation Key Dates
• September 2017: Workday Preview and Feedback Sessions- Round 1
• October 2017: You may notice some HR professionals begin moving to new roles. HR staff will transition to their new roles gradually over several months, but a small percentage will start in October.
• February 2018: Workday Preview and Feedback Sessions- Round 2
• April 2018: Workday Preview and Feedback Sessions- Round 3
• Spring 2018: Preview Sessions - The New HR Service Model- What You Need to Know
• Spring 2018: Workday Training for Managers Launched
• Spring 2018 Workday Training for All Employees Launched
• July 2018: Workday Go-live