

## **NEW FINANCIAL MODEL STEERING COMMITTEE - DEC. 21, 2011**

The Steering Committee task force leaders that were announced at the Dec. 6 committee meeting will receive additional information (further direction on the work charges and recommended task force members) from the steering committee planning group. Work will commence in January 2012.

Presentations were made at this meeting by Human Resources – Susan Carkeek, and Facilities Management – Don Sundgren.

Human Resources (HR) strives to create a reputation for a work environment for UVA employees to match the excellent status of the UVA student experience. Feedback is regularly sought from a management advisory group of 40 assistant deans and associate VPs, and an exchange of HR professionals.

Currently the balance of UVA staff is 49% classified, 51% Univ. staff. An HR plan for staff was developed in 2009 that includes career development guidance, performance evaluations and compensation, but it has not been funded for use. Carkeek gave many examples of efficiencies gained and waste minimized by paperless measures implemented within the past five years. In addition, effective management of health care costs was noted.

Discussion followed regarding the need for speed in hiring once a candidate has been identified. Also a suggestion was made to examine the quality of training programs to encourage participation and ensure true value.

Facilities Management has reorganized its work and increased its leadership depth in order to prepare for the future needs of the University. Sundgren expressed his desire to work collaboratively to determine what services Facilities renders that provide the most value and what is best to contract out.

Facilities Management focuses on productivity and quality, with assessments conducted regularly, using benchmarking, national construction industry standards and customer surveys. Budget figures were provided, showing expenditures and personnel.

A matrix of maintenance service levels is being developed, which would offer a choice in associated service and cost. Current service agreements with Darden and Law, for example, provide enhanced maintenance beyond base level maintenance.

The Dec. 21 Steering Committee adjourned after two presentations. Student Affairs and the Office of Research will present on Jan. 18, 2012.

Suggestions regarding communications are welcome: [srstrine@virginia.edu](mailto:srstrine@virginia.edu)