Purpose
To evaluate overall readiness of the Academic Division and Health System in preparation of Workday.

Objectives
- Determine the UVA community’s preparedness for upcoming changes
- Utilize results to provide a heat map on readiness and key findings
- Inform future change management efforts impacting the Academic and Health System communities

Who did we ask?
6,403 Surveyed
1,207 Responses (95% of target)

Who responded?

<table>
<thead>
<tr>
<th>Department</th>
<th># of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Center</td>
<td>470</td>
</tr>
<tr>
<td>School of Medicine</td>
<td>161</td>
</tr>
<tr>
<td>Facilities</td>
<td>83</td>
</tr>
<tr>
<td>Arts &amp; Sciences</td>
<td>80</td>
</tr>
<tr>
<td>UPG</td>
<td>41</td>
</tr>
</tbody>
</table>

Strength Areas
- 80% Believe UVA embraces changes and new ideas
- 75% Aware that Workday is being implemented
- 65% Comfortable calling the Solution Center

Emerging Areas
- 44% Understand the role of the HR Business Partner
- 41% Know where to go with questions about Workday
- 35% Are aware of training opportunities for Workday

Going Forward
- This is expected without the technology to support the role and provide visibility managers need. Comparator institutions have indicated it takes a year or more after implementation.
- We have made preparations and are working towards informing people where to find answers.
- These results are predictable based on timing, as training awareness efforts launched during the survey window.

Pulse Survey
- We conducted this pulse survey during the first week of December.
- We will analyze the data against the original survey results and develop an action plan.