

Code of Virginia § 2.2-602

2025 Annual Report

University of Virginia

Throughout 2025, under the coordination of the Office of University Counsel, the University of Virginia undertook a comprehensive compliance review of its employment programs, policies, and opportunities. The goals of this review have been to ensure barrier free access to employment and continued adherence to principles of non-discrimination and equal opportunity. The review has been completed in four schools, the medical center, and two administrative units. Action items from the review have included updating leadership development and training materials that are focused on supporting positive and inclusive workplace cultures free from discrimination, as well as broad-based communication of the University's mission and commitment to equal opportunity. This is a multi-year effort given the size and breadth of the University's workplace infrastructures. Beyond this overarching effort in support of Virginia Code section 2.2-602, the following summarizes activity and accomplishments in each area of the Commonwealth of Virginia's plan goals and objectives.

Plan Goal 1: Access & Success

Objective 1:

The University of Virginia (Agencies 207, 209, & 246) continues to contract with services to promote UVA job postings across a broad range of general and higher education specific job aggregator websites. The Talent Flex Team continues to build relationships with local educational institutions (including vocational schools), state employment agencies, and local non-profit organizations to support referrals for qualified candidates for job openings with the agencies. The University continues to engage in a robust program of evaluating recruitment effectiveness to ensure qualified candidates come from a broad range of relevant labor market geographies.

Objective 2:

The University has substantially completed a Career Journeys and job architecture project to establish and communicate clear career paths to all employees, helping both to inform and empower them to be active in the design of their careers. The Career Journeys and job architecture project also supports a more transparent and equitable compensation philosophy.

UVA assessed and enhanced its career navigation program, which includes support for resume review when applying for promotional opportunities, individualized career coaching, and organizational development programs to support retention, career growth and satisfaction for all employees. Increased participation in workshops and one-on-one coaching sessions were a result of systematic, intentional communication of the developmental opportunities and support of the Talent Planning Team (specifically the Career Navigation Team coaches) in designing and navigating the career path of staff at UVA. The University has also institutionalized the Pipelines and Pathways program which seeks to support greater access to university employment to people within the Charlottesville region. The Learning and Development team added to the library of training and skill-building offerings for faculty and staff. The Learning Tracks model was designed to support the

development of individual contributors and managers/leaders and is available to all faculty and staff. A Leadership Foundations learning track was developed in 2025 to support a broad range of skill-building to enhance the employee experience at UVA. A survey of the Leadership Foundations participants conducted to assess impact and outcomes – as far as attaining new career opportunities, advancements in career path, and increased satisfaction in current role/position. Additionally, continued research in development of an Experienced Leader track was completed in partnership with a project team from our premiere leadership development program, Cornerstone.

Plan Goal 2: Welcoming & Respectful Culture

Objective 1:

The University maintains an active “Respect@UVA” program which not only responds to issues but provides proactive voluntary learning opportunities to managers and team members. In 2025, an audit and overview of the program focused on wider socialization of the updated educational resources and procedures for Respect@ complaints and investigations – with a goal of increasing awareness of accessibility to the process and an understanding of the behaviors that negatively impact a culture of respect (both in the Academic Division and Health System). A project was planned to focus on gathering data to identify areas/units/schools where work environments had high claims or reports of uncivil or disrespectful behavior to support creation of interventions to address.

In 2025, the University continued a constructive dialogue cohort program for faculty and staff to promote civil discourse and bridge differences to drive excellence. The Division for Community Engagement and Equal Opportunity developed a series of voluntary offerings supporting exploration of the meaning and value of community, non-violent communication, and positive micro behaviors that contribute to a civil and respectful workplace environment.

Objective 2:

The University maintains an active employee relations program to address conflicts, concerns, and complaints. The University maintains an alternative dispute resolution option and continues to invest in the University Ombuds Office to support informal resolution options, including mediation services. In 2025, this included growing the capacity of the University Ombuds office through the creation and hiring of a UVA Health Ombuds, dedicated to conflict resolution and addressing concerns within the UVA Medical Center, and an Ombuds Program Coordinator.

Plan Goal 3: Infrastructure & Training

Objective 1:

The University (all agencies) regularly advertises the mission and vision of the institution, emphasizing service to the Commonwealth of Virginia and to our students, faculty, staff, patients, and community partners.

Objective 2:

Regular programs of evaluation and assessment were engaged at the University at all levels to ensure organizational effectiveness. The Office of Organizational Excellence worked to provide support for teams in both the Academic Division and Health System. The University Human Resources Talent Development Teams (Learning and Development, Performance Management, and

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| | <p>Organizational Development & Belonging specifically) offered multiple developmental opportunities to continue to encourage leaders at all levels and in all corners of the organization to help their teams do their best work, establish a culture of accountability for high achievement, and to be good stewards of state and University resources. The support provided included training, one-on-one coaching for leaders, and individual consultations.</p> <p><u>Objective 3:</u></p> <p>A broad array of voluntary learning opportunities are available to all faculty and staff of all agencies. This includes a catalog of courses offered by UVA HR Learning and Development, custom workshops to support teams and promote inclusive, collaborative work environments delivered by HR (Organizational Development & Belonging), Coursera course access, and full catalog access to the LinkedIn Learning portfolio. The University also continued its investment in robust educational development resources with a central fund for employees to pursue learning of their own choosing to enhance their careers as well as their professional skills and competencies.</p> |
| <p>2026 Agency § 2.2-602 Goals</p> | <p>The agency goals for 2026 remain unchanged from those for 2025 as part of the University’s 2030 strategic plan, which is aligned with the multi-year Commonwealth plan and will focus on:</p> <ul style="list-style-type: none"> • Recruiting, supporting, and retaining excellent faculty and staff with a broad range of skills and perspectives. • Promoting and strengthening an inclusive community based on trust, integrity, mutual respect, excellence, collaboration, innovation, and belonging. • Providing training and developmental opportunities for faculty and staff to promote accountability and organizational effectiveness while preparing them to work across traditional boundaries and in a globally connected world. |