



UNIVERSITY OF
GEORGIA

Finance Division and SPA

Division Wide Meeting – March 2024

Agenda

- Engagement survey results
- Stakeholder feedback
- New F&A data strategy project and community of practice
- Working smarter – process improvement progress
- General updates – facilities, safety/security, etc.
- Salary increase process for UGA
- Document clean up in May
- Open forum



Engagement Survey Results

Tuesday, April 2, 2024

Engagement Survey Results

FY24 Engagement Survey Scores - Finance Division + SPA

Question	FY21 Score (out of 5)	FY22 Score (out of 5)	FY23 Score (out of 5)	FY24 Score (out of 5)	FY21 Score (%)	FY22 Score (%)	FY23 Score (%)	FY24 Score (%)	Year-over-Year Trend
I am proud to be					90%	90%	89%	90%	1.2%
Individuals of					88%	89%	88%	87%	1.1%
My direct su					90%	89%	91%	89%	0.4%
My peers (89%	2.2%
My team's								87%	1.0%
I can see a							85%	88%	1.8%
I see myse							88%	88%	-0.2%
I clearly u							87%	88%	0.8%
My direct s							87%	88%	1.3%
My peers (86%	84%	85%	1.5%
I feel enc						86%	85%	86%	1.0%
Our team						85%	82%	86%	3.3%
My superv						85%	85%	86%	1.5%
I am inspi						85%	85%	85%	-0.1%
My direct s						84%	85%	88%	2.6%
I am enc						84%	83%	84%	0.9%
I trust the						84%	84%	84%	0.3%
I feel enc						84%	83%	84%	1.4%
Supervisor						83%	82%	85%	2.3%
My work c						83%	83%	83%	0.7%
Over the p						83%	85%	84%	-0.9%
I am happ						83%	82%	84%	1.8%
I believe i						83%	82%	83%	1.5%
Our team						83%	81%	83%	1.6%
I would re						82%	82%	86%	3.8%
Communic						82%	80%	81%	0.7%
I am happy						81%	81%	82%	-0.8%
When I have					83%	81%	81%	82%	0.9%
In the last six mo					78%	81%	79%	79%	0.9%
I see myself working in this division five years from now.	4.50	4.50	4.57	4.75	80%	80%	81%	80%	-1.4%
I feel encouraged and valued by the Finance Division/SPA senior leadership. ¹		4.65	4.66	4.70		77%	78%	78%	0.6%
I feel encouraged to innovate and question the status quo. ¹		4.62	4.52	4.76		77%	75%	79%	4.0%
I am pleased with the career advancement opportunities available to me.	4.31	4.38	4.55	4.54	72%	73%	76%	76%	-0.2%

Key Takeaways:

- As engagement surveys go, these scores are very high. Even the lowest scoring categories are over 75% positive. Thank you to every single one of our team members for the culture you are building!
- Trends up or down are usually marginal year to year, but it is encouraging to see year-over-year improvement in team member sentiment in 27 out of 33 questions on the survey.

Green = Top 25%
Yellow = Bottom 25%

Engagement Surveys – Free Form Feedback

Key Takeaways:



- Remote work and flexibility remain at the top of the list, though these numbers are significantly lower than we've seen in the past couple of years.
- Intra-team and division-wide communication remains a focal point
- Facilities
- Compensation and recognition
- Process improvement
- Career pathing and advancement opportunities

Facilities and Safety & Security

- Facilities updates
- Building safety plan
- Safety & Security review



Budgets and salary increase process

- Process for salary increases (cost of living adjustments or merit) for state employees



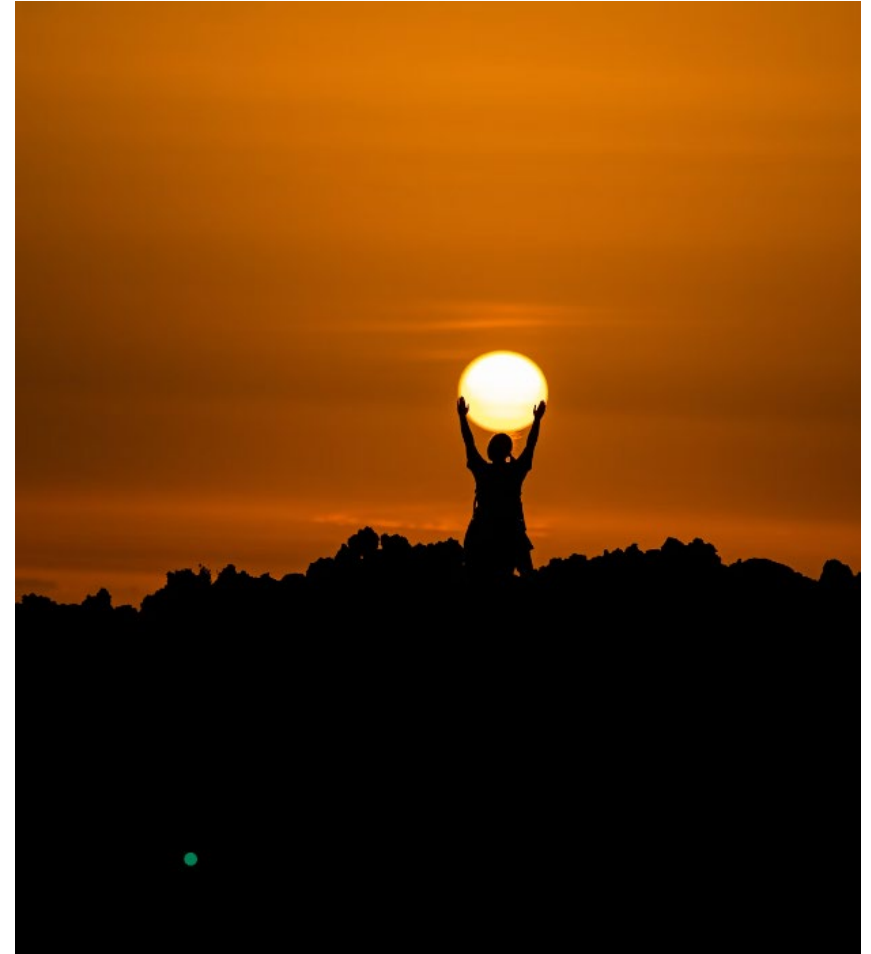


Stakeholder Feedback

Tuesday, April 2, 2024

Stakeholder Feedback – Survey Results

- Over the past 6 months, we've received 100+ feedback submissions from our customer base.
- **Our average score is an impressive 4.6 out of 5.0, with numerous examples of our team members going above and beyond.**
- This is a testament to your work ethic – to the culture that each of you have developed – to our shared commitment to service, support, and stewardship.





F&A Data Strategy Project

Tuesday, April 2, 2024

F&A Data Strategy Project & Community of Practice

- **Goal:** Assess, plan, guide and implement an F&A-wide data analytics master plan. Adopt and implement a master plan which provides cohesive F&A-wide data vision, guidance, and standards, yet allows individual F&A units to achieve their specific unit-based data goals and metrics.
- F&A is partnering with the Carl Vinson Institute on this project.



Question to F&A unit leaders:



What updates or information (status reports, indicators, trends, etc.) do you wish you had every day (or week) to help you in your work in running your division or the university?



Historical and continuous turnover rates; continuous satisfaction rates



Insurance dashboard – money loss, injury reason, etc.



Crime trends and available funds



Better facilities and space data access



Workforce availability vs. work order requests – forecasting



Budget-to-actual contingency balances and construction data



Volume trends for POs, vouchers/ invoices paid



Available salaries, open positions, resource utilization



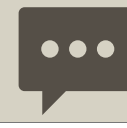
Alerts on offline, empty spaces, utilization reports.



Connect HR and lab data to AIM



HR Data Analytics



FoodPro Data Analytics

Update: F&A Data Strategy Project Timeline

	March	April	May	June	July	August	Sept	Oct – Dec	Jan to March
1	Project Kick Off								
2		Function Plans & Priorities							
3			Inventory						
4						F&A Priorities (informed by functional plans and inventory)			
5							Data Analyst Training		
6							Early Wins (small value add projects)		

A large, multi-tiered fountain with a central jet of water spraying upwards. The fountain is set in a circular stone basin. In the background, a large, white, three-story building with a central arched entrance and several dormer windows is visible. The building is surrounded by lush green trees and a well-maintained lawn. The sky is clear and blue.

Working Smarter: Process Improvements

Tuesday, April 2, 2024

Working Smarter: Process Improvements Progress

Over the past few years, we have challenged our teams to figure out ways to work smarter. **And you have risen to the occasion.**



For context, this is several thousand hours in time savings per year!



General Updates

Tuesday, April 2, 2024

Finance Division Cleanup

Finance Division cleanup during May

- Disposal of paper and electronic records based on the University System of Georgia Retention Schedule.
 - Contact Kathy McCarty (kmccarty@uga.edu) for assistance with Records Retention codes
- Office Supplies
 - Review supplies to determine if they are usable. If you have a surplus, please share them with others in the Finance Division
- Old Items in the Basement or office areas
 - Please contact Craig Mathews (cmathews@uga.edu). He can assist with surplus or posting usable items on UGA's Surplus Marketplace





Open Forum – Questions, Comments, Ideas

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Q&A



Thank you for attending!

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