<table>
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<th>Goals in Support of UAB Strategic Plan</th>
<th>Major Accomplishments</th>
<th>Examples</th>
<th>FY14 Objectives</th>
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<td>Create an environment of proactive approaches to developing processes in support of transforming undergraduate learning, and Graduate and Professional education</td>
<td>- Assisted in reorganization and coordination of SHWC mandatory insurance annual verification and updated Student Health fee policy after tuition roll-up. Organized assessment of student teaching assistant position and updated to include undergraduate students to meet needs within school. Established tuition redistribution rate for Interprofessional Global Health Service Learning Program</td>
<td>- Update Student Health and Mandatory Insurance Policy. Updated HR position for Student Teaching Assistant (X099) - Emailed tuition rates to Sparkman Center for Global Health</td>
<td>- Assist schools with development of policy on salary expectations for faculty effort on extramural funding. - Continue to assist Compliance with online Cost Curriculim initiative for Grants &amp; Contracts - Conduct financial analysis of School of Education programs to include defining instructional costs of curriculum</td>
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<td>Provide support to improve administrative infrastructure for faculty and student productivity, operational efficiencies for research initiatives and the overall growth of research activity</td>
<td>- Implemented shared services model within Schools of Optometry and Education. School of Business not added to-date. Identified further restructuring for model as a second phase which is under review from third party within Provost area. - Completed financial restructure for School of Education Coordinated with Institutional Effectiveness &amp; Analysis to provide quarterly training sessions for Blazernet; IEA going to CAS to provide tailored training as part of this program</td>
<td>- On-going reports and summaries for Schools of Optometry and Education with periodic updates to management. Quarterly training in Cudworth</td>
<td>- Identify processes followed by schools/units for submitting Disclosure Forms for Internal Activities to ensure that sound business practices are in place in the submittal and approval process. - Ensure that review and approval of pay elements is being evaluated by the appropriate Central Administration personnel prior to payment to employee and that process is efficient and effective. - Continue to improve shared services model and incorporate into Provost operations</td>
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<td>Support the university’s entrepreneurial climate through administrative and financial efficiencies.</td>
<td>- Participated in HR Assessment group which resulted in decision to reorganize FIP classification into “Top of Range” lump sum merit distribution and discontinue FIP as reward for exceptional performance</td>
<td>- Meeting held August 9th and decision made</td>
<td>- Evaluate process for Provost-level approvals on HR element entries and identify opportunities to improve efficiencies. - Create benchmark model for functional costs for Schools of Education and Optometry and Provost Office</td>
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<td>Deliver the highest quality service to internal and external constituencies and maximize efficiency in operations and resources.</td>
<td>- Collaborated with Financial Affairs to provide “one-stop” information repository on expenditure guidelines (matrix). Final product targeted to be released October 1st. Created process for allocating online fees for eLearning &amp; Professional Studies that will improve efficiency in processing transactions and accounting for transaction detail.</td>
<td>- Matrix pdf to be released via web in October - Allocation assessment letter</td>
<td>- Evaluate process for “one-time pay” employees and work with Central Administration on a method to effectively and efficiently process employees and payment. - Coordinate with Financial Affairs to provide in-school expenditure training classes for staff. - Work with Financial Affairs to develop an effective and efficient contract process for schools and units. - Collaborate on and institute changes related to budget model update - Identify opportunities and advocate to improve Utility System and Budget Model in software system updates in which Schools/Provost participate</td>
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