<table>
<thead>
<tr>
<th>Goals in Support of UAB Strategic Plan</th>
<th>Major Accomplishments</th>
<th>Examples</th>
<th>FY12 Objectives</th>
</tr>
</thead>
</table>
| Create an environment of proactive approaches to developing processes in support of transforming undergraduate learning, and Graduate and Professional education | - Completed student health fee transition to two-tier system and worked with IT staff to incorporate an automated transaction system for tier II fee.  
- Active participant in parking and transportation operational efficiency task force to improve system for students and employees. | - Banner automated interface of medical clearance fee began 7/20/11. | - Evaluate merchant fees processes to ensure that costs are being charged to schools/units appropriately.  
Work with Central Administration to reduce costs/improve student options by offering ACH transactions as an alternative.  
- Evaluate net tuition revenue and improve projection analysis in support of positioning scholarships to meet scorecard targets for retention. Identify sustainable funding for institutional scholarships. |
| Provide support to improve administrative infrastructure for faculty and student productivity, operational efficiencies for research initiatives and the overall growth of research activity. | - Identified office space and organized move of staff to one location to maximize interaction of unit. Worked with BAS to design suite for unit that accomplished operational efficiencies and met budget.  
- Provided input on updated staff/management performance evaluation form and requested inclusion of objectives/goals section to support EPA process and provide schools/units ability to identify objective measures for evaluations.  
- Used team approach to assign responsibilities to existing and new members of staff as well as identify and document mission/vision/goals/objectives with team. | - Suite 374 refurbishment is in process.  
- Updated online performance evaluation form includes objectives/goals optional section.  
- Established weekly staff meetings  
- Written mission/vision/goals | - Complete the assessment of the Pre-Event/ alcohol/retreat approval practice and establish applicable procedures to streamline the process.  
- 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. |
| Support the university’s entrepreneurial climate through administrative and financial efficiencies. | - Evaluated tuition for undergraduate and graduate students and developed modified process to estimate tuition increases. Initiated institutional fee review that had previously been done by Planning and Analysis. Was able to realize one FTE reduction by using different analysis technique. | - Created analysis tool for estimating tuition % increase impact and removed vacancy (Pockstaller). | - Evaluate process for Provost-level approvals on HR element entries and identify opportunities to improve efficiencies. |
| Deliver the highest quality service to internal and external constituencies and maximize efficiency in operations and resources. | - Completed financial restructure of Provost division in support of reorganization. Combined ledger 2 and ledger 3 funding to create an all-source budget for Provost units.  
- Worked with compensation to streamline approval form and process to match compensation guidelines for FY12. | - New codes used in budget process.  
- Redesigned form for submitting HR actions is now online. | - Evaluate process for “one-time pay” employees and work with Central Administration on a method to effectively and efficiently process employees and payment. |