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Following data collection and analysis, institution-level results from the initial survey were provided to UAB leadership on June 9, 2017. Results were shared campus-wide on July 25, 2017, in a presentation hosted by UAB President Ray Watts and Provost Pam Benoit.

UAB is committed to creating and maintaining an environment that attracts and retains world-class faculty and staff. Gathering faculty and staff perspectives on their work experiences and on how the university is functioning helps leadership understand what works and what needs to be improved. The 2017 Campus Engagement Survey also helped to improve UAB’s institution-wide strategic planning process.

The 2017 Campus Engagement Survey also provided a starting point (or baseline) for future input from staff and faculty on university priorities.


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OH&S renamed Environmental Health & Safety in organizational re-structure

After almost three years of a dual reporting structure, the research and campus safety components of the Occupational Health & Safety team were reintegrated, effective November 12, 2018.

Senior VP for Financial Affairs and Administration, Allen Bolton and VP for Research, Dr. Chris Brown agreed to restructure UAB Occupational Health & Safety to give the best possible solution to provide excellent customer service, to better value resources as a team, and to further promote a campus-wide culture of safety.

As part of this transition, the department name has been changed to Environmental Health & Safety (EH&S), which brings the group in alignment with
SURVEY

From Page 1

and needs. The feedback opportunities provided by the survey are in the form of a continuous process, not a singular event.

UAB leadership is committed to making substantive changes based on the results of the Campus Engagement Survey. The leadership is also committed to a regular survey process, with additional surveys planned every two to three years subsequently.

Several key themes emerged as a result of the initial survey and changes in response to the survey findings are currently happening across campus. The survey highlighted several key items:

• the desire for greater communication from and with senior leadership,
• enhanced managerial and leadership training,
• clear paths for career growth, and
• improved consistency in performance management processes.

New programs and initiatives have been created to improve the way we engage at UAB and to make this an even better place to work.

Changes in response to the 2017 Campus Engagement Survey have also been taking place at both the institutional and the school- and unit-levels. Specifically, the Facilities Division Leadership Team used Division-specific survey information and results to create our 2018 goals. The goals focused on bringing the Division closer together, creating more transparency, and making communication a priority.

The follow-up survey, set to launch in 2019, will help get a better understanding about how UAB is improving in the key areas mapped out in the initial engagement survey.

All UAB faculty and staff members will be invited via email to take the survey, hosted on ModernThink’s secure website.

Completing this UAB Campus Engagement Survey is an important business function of UAB. Time spent completing the survey, and participating in focus groups, may be considered work time. No UAB faculty or staff member should be charged personal time for completing the survey.

Facilities Division employees who don’t have regular access to a computer will have time, provided by Facilities Human Resources, to access the computers in the 616 Professional Development Center. More information about this scheduled time will be provided closer to the start of the survey.

It is important to know that, as a UAB faculty or staff member, your voice matters. Higher response rates give a more accurate picture of the university and its individual departments. This is a significant opportunity for you to share your ideas, opinions, and solutions by participating in the survey.

ORGANIZATION

From Page 1

With the transition, communication and processes are expected to improve and become more streamlined.

“This realignment will help further improve the efficiency and effectiveness of our team,” said Jolene King, Assistant Vice President of Facilities Administration and Environmental Health & Safety. “We will achieve this through ‘best practices’ and enhanced collaboration for a group that currently works closely together”

HOLIDAY HEADS UP

Throughout the year and especially during the holidays, UAB employees should be mindful that Alabama law restricts items, such as gifts, they may receive from vendors.

Items of de minimis value—such as greeting cards, plaques or other items intended solely for promotional items commonly distributed to the general public—are permissible under state law. The statute defines “de minimis” as “a value of $25 or less per occasion with an aggregate of $50 or less in a calendar year from a single provider.” Non-permissible gifts should be declined and returned to the donor.

Within reason, consumable items that may be shared among co-workers, such as a tin of cookies or popcorn, may also be placed in a common break room to minimize any personal benefit.

To review the Ethics Act & Gifts to Public Employees, visit uab.edu/compliance.

WINTER PREPARATION

Ice, snow, sleet, frost, and extreme cold temperatures have been a threat to Alabama during the past few years and will continue to cause significant issues in the future. The ice event, commonly referred to as “snowmageddon,” in January 2014 underscored the need for personal preparedness plans and supplies.

Be sure to watch forecasters’ predictions to be ahead of winter weather. Also be sure to watch for UAB closing via the new weather alert system. Most of the Facilities Division staff is in the “YELLOW” group. Follow your supervisor’s inclement weather plan and instructions to confirm possible responsibilities during closings. Now is the time to plan and prepare. Please review the winter preparedness checklists on the “Safety Shorts” page at uab.edu/ohs to help guide you with suggestions on necessary supplies. Are You Prepared?
For the first time since 2008, employee parking rates in some locations will increase. Additional parking options have been added to the parking rate structure. Also, UAB Employees will no longer be able to park in student lots. Citations will be issued for parking permit violations. These changes will be effective Jan. 1, 2019.

The increase in prices was determined after a comprehensive parking and transportation study, which identified the needs of students, faculty, and staff. The study also served as a basis for developing a five-year plan to manage existing and future demand, create a more sustainable transportation system, and improve customer service for the entire UAB enterprise that is compatible with the campus master plan. Rate increases are one step in executing the five-year plan.

Parking for employees is on a first-come, first-serve basis, and facilities may have restrictions based on buildings served or job classification. A waiting list is kept on any facility that has demand greater than capacity. Employees can apply for a parking permit online at uab.edu/transportation.

While parking rates have increased, UAB Transportation has still maintained parking rate options that are competitive with and lower than peer institution prices. Institution prices are based on published rates for 2017-2018. The rates were standardized in monthly rates to compare with UAB’s employee pricing policy. Please visit uab.edu/transportation for a list of peer institution rates.

UAB also encourages the use of alternate modes of transportation such as carpooling, walking, biking, and riding the Blazer Express bus system to reduce congestion and ease the demand for parking.

### Employee Parking Rates for 2019

<table>
<thead>
<tr>
<th>Employee</th>
<th>Monthly Fee</th>
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<tbody>
<tr>
<td>Full-time, deck</td>
<td>$58.34</td>
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<tr>
<td>Full-time, lot</td>
<td>$50.00</td>
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<tr>
<td>Full-time, perimeter</td>
<td>$14.00</td>
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<tr>
<td>Part-time, deck</td>
<td>$36.67</td>
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<tr>
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<td>$33.34</td>
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<tr>
<td>Part-time, perimeter</td>
<td>$14.00</td>
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<tr>
<td>Adjunct, deck</td>
<td>$130 (per semester)</td>
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<tr>
<td>Adjunct, lot</td>
<td>$116.67 (per semester)</td>
</tr>
<tr>
<td>Adjunct, perimeter</td>
<td>$56.00 (per semester)</td>
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</table>

UAB Transportation’s new Transportation Demand Management Program is focusing on strategies that help UAB save money, sustain our environment, and provide access to alternative transportation. Brian Atkinson, Program Manager, said the future of transportation at UAB will target safety and security improvements at existing parking facilities, better services from Blazer Express, and a refocused effort to help Birmingham develop a world-class, comprehensive transportation network.

UAB employees have different transportation needs, dependent on their job function and location on campus. Find information regarding these different needs at uab.edu/transportation.

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**Group Spotlight**

FAEHS Operations is a new group that was established within the Facilities Division on October 1.

The departments within the newly created group are Business Process Management, Professional Training and Development, Data Analysis, and Communications. The team was created to support every team member in the Facilities Division in a more efficient way.

Tony Caminiti, Operations Director, said the team helps with various job tasks to facilitate expertise and responsibility.

“We are here to serve our customers to the best of our ability,” said Caminiti. “Everything we do is in an effort to support them in their jobs and to make UAB Facilities the absolute best it can be.”

Caminiti said the best part of the job is seeing how passionate and creative others are on how to do things in a better way.

“Through conversation, we explore the possibilities together and discover how we can achieve their wonderful ideas and accomplish their goals,” said Caminiti.

Laura Marsh, Facilities Training Specialist and UAB employee of five years, said the best part of the job is helping Facilities employees to learn and grow by providing opportunities and encouraging all to strive for excellence.

“We listen to concerns and assist in changing the mindset from concerns to solutions and consistently improve and change for the better, to cultivate a culture of positivity,” said Marsh.

The Operations team works to provide the tools and resources necessary to help make the Facilities Division more effective and efficient by promoting the Facilities Core Values each day.

Having key values such as providing customer service, stewardship, inclusivity, and valuing the work environment are what make the Operations team align with UAB’s goal of continuous improvement.
What’s new in construction?

**College of Arts and Sciences Building**
- Construction 70% complete.
- Brick, exterior windows in progress.
- Completion April/May 2019.

**ROTC Building**
- Construction 70% complete.
- Overhead rough-in in progress.
- Completion Dec 2018.

**New Residence Hall 2020**
- Groundbreaking ceremony Nov. 15th
- Demo to start ASAP
- Completion June 2020

**Soccer Expansion**
- Construction is 70% complete
- Grandstands began in late October
- Completion December 2018

**Beach Volleyball Courts**
- Site work 10% complete
- Completion in January 2019

**UAB Track & Field Complex**
- Construction is 40% complete
- Rough Grading 90% complete
- Completion in Jan. 2019

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<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
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<td><strong>Outlook Basics 8:30-10:30 a.m.</strong></td>
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<td>10</td>
<td>11</td>
<td><strong>Outlook Basics 8:30-10:30 a.m.</strong></td>
<td><strong>Outlook Intermediate 8:30-10:30 a.m.</strong></td>
<td><strong>Scheduled free time for employee computer use.</strong></td>
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<td>26</td>
<td>27</td>
<td>28</td>
<td><strong>HAPPY HOLIDAYS!</strong></td>
</tr>
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<td><strong>CHRISTMAS EVE UAB CLOSED</strong></td>
<td><strong>CHRISTMAS EVE UAB CLOSED</strong></td>
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<td><strong>OPEN</strong></td>
<td><strong>OPEN</strong></td>
<td><strong>NEW YEAR’S EVE UAB CLOSED</strong></td>
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<td>31</td>
<td><strong>JANUARY 1</strong></td>
<td><strong>NEW YEAR’S EVE UAB CLOSED</strong></td>
<td><strong>NEW YEAR’S EVE UAB CLOSED</strong></td>
<td><strong>HAPPY HOLIDAYS!</strong></td>
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