



GENERAL ASSEMBLY MEETING

The meeting was called to order at 3:35 pm by Darrell Hargreaves, President.

Roll Call: Roll was taken via sign-in. Forty-eight members were present for the General Assembly meeting.

Minutes: The minutes for the October and November General Assembly meetings have been approved and will be posted to the PSA website.

Officer Reports:

President: Darrell Hargreaves-

- PSA Roster – You got a copy please make sure you and the correct date your term ends is on the list.
 - We are looking for 5 – 9 people to fill spots. I would like to fill them with the same division if possible. 2 people for just the Spring 2017 and 7 for 2018. Divisions are Social Work, Athletics, Culverhouse, Human Resources, College of Arts/Sciences, Academic Affairs
 - Thank you to those who have agreed to serve in an at-large capacity, we have 6 new members who have joined, welcome to those it is your first meeting, thank you again for serving. Elections are coming; we will get to that later in committee reports and announcements.
- The University of Alabama Retirees Association, reached out to PSA to publicize any outreach activities or initiatives through their newsletter.
- Partnership with Athletics, we had a Staff/Faculty appreciation night at Women's Basketball January 15. Mike Harris, Marketing and Promotions in Athletics thanked us for our participation and looking to do another event March 3 at a baseball game.
- CDO – VP/Associate Provost for DEI, we met December 15. Not sure if you have seen the paper with some information. We had to modify some of the job deception and perimeters of the job. Our next meeting is February 10 at 9AM. We should have 12-15 qualified candidates to discuss at that time. Our search firm is Desir Group out of Atlanta.

- Habitat Build – in talks with Cassie Davis, about the type of project and when. The immediate goal is a PSA build; a bigger goal is a partnership build between the three organizations PSA, OCTSA and Faculty Senate. I hope to have dates at our next meeting – tentative March/April.
- FLSA suspended on 11/30/16 – HR will continue to monitor the situation. If you think we wasted our time on something that never came to fruition. I think just the opposite; this law/UA policy caused many of you to have concerns/opinions about the Staff here at UA. We need to continue those into the many areas that affect Staff on UA's campus. We need to find that avenue, advocate, to create change. That is the officer's job to find as many upper administrators that will listen.

Past-President: Jennifer Clark-absent, no report.

President-elect: Robert Baxter

- Dr. Kevin Whitaker was named the Provost for Academic Affairs.

Secretary: Emili Alexander –no report.

Treasurer: John Chambers-

- The Outstanding Professional Awards budget has been approved for the reception in May.

Historian: Julie Elmore -absent, no report.

Parliamentarian: position vacant

Committee Reports:

Assembly Operations: Scott Sharp- no report.

Communications: Rebecca Royen

- The committee will be working closely with nominations and elections to get the information out.
- We are revisiting our efforts to compile a comprehensive list of all of the organizations across campus. To that end, we will be sending out a survey shortly asking you tell us what organizations and groups you are a part of on campus. This list will serve as a comprehensive resource and will also be a vehicle for us to spread the word about the PSA.

Nominations and Elections: Cori Perdue- Holly Grof

- The committee will be looking at the process tomorrow. We are working towards filling all open seats. The nominations will run through 2/6/17, and elections will be on 2/17/17.

Professional Development: Amy LeePard

- Everything is underway for the Outstanding Professional Award. Nominations will be going live very soon. The awards ceremony will be during the May general assembly meeting. Media services is providing the invitations and will be there to take pictures. Dr. Gilbert has agreed to pay for the reception following the ceremony. If you know of anyone deserving of this award please consider nominating them.

Service and Outreach: Daphne Wright

- The PSA raised almost \$2,000 for the Brewer Porch Children's fund. This money will go toward buying gift cards for the kids, as well as supplies for the kids to use as groups in the house (i.e. Art supplies). They are very thankful for our contributions and the children are very excited about spending their gift card money.

Staff Life: Danielle Clark- no report.

Technology and Web: Kim Smalley- no report.

Standing Committee Reports:

- **Campus Master Plan** – Lynn Heard-no report.
- **Committee on University Committees** – Lyndell McDonald
 - We met yesterday and an email survey will be sent out on 2/1/17 and will close on 2/28/17. This is your chance to serve on a UA Committee.
- **Equal Opportunity** – Camisha Adams- no report.
- **Faculty Senate**- Stephanie Linard- no report.
- **Faculty/Staff Benefits** – Rebecca Royen
 - At the November meeting we had a presentation by a UAB medical student on the Sexual Assault Nurse Examiner (SANE) Program. A discussion of how such a program could be implemented at UA followed. We will be revisiting this idea in January after more research has been done so if any PSA members have feedback or concerns, please let me know.
 - At the December meeting we had representatives from the RSA speak about the pension program. There has been a lot of discussion surrounding TRS as a defined contribution vs. a defined benefit program. UA has both kinds between the TRS and the optional 403(B) for qualified staff, which is basically the best of both worlds. As of 9/30/16, the reported average annualized return was 9.42% for the past 7 years, which is far better than the average investment performance.
 - Next meeting will be on January 24, 2017.
- **Information Technology** – Craig Graves- no report.

- **Intercollegiate Athletics** – Scott Sharp- no report.
- **International Education** – Gayle Howell- no report.
- **Libraries** – Jackie Northrup
 - The library annual report and strategic plan has been released.
- **OCTSA** – Danielle Clark
 - They discussed the new time clock system for non-exempt employee during the December meeting. They would like to get feedback from any PSA members that are supervisors for employees under this new system. If you have any feedback please let Danielle know or someone in OCTSA, because they are currently working on a resolution. Darrell has a survey you can take and if you are a supervisor and would like to look at that just let Darrell know.
- **Parking and Transportation** –Linda Johnson- no report.
- **Safety and Security** –Terry Davis- no report.
- **Student and Campus Life** – Helen Smith- no report.
- **Student Health** – Brian Pendley- no report.
- **Undergraduate Programs** – John Chambers- no report.
- **University Recreation** – Wyant Boreson- no report.
- **United Way** – Julie Elmore-absent, no report.

Old Business: none.

New Business:

- Elections – as we near the date for elections please share those with Staff whom you feel will want to be a part of PSA and positive change for staff on UA's campus. Also, be thinking if you are coming back for a second term you are eligible for an officer position and committee chair. Please start thinking about how to serve the PSA in 2017-2018. It takes all 96 of the assembly to discuss issues, take them back to your constituents and create change.
- Diversity Resolution – before we get started, I would like to thank Holly Grof as she has taken lead on this document, as well as staff who have contributed this draft. We have taken thoughtful measures to include perspectives from the likes of Dr. Derek Greenfield, individuals serving on the CDO search committee and staff.
- The Diversity Resolution was read aloud in front of the assembly by Holly Grof. The feedback from the assembly was very positive; glad to see PSA doing this and I hope we follow up our words with programming to increase diversity and inclusion, it aligns with Dr. Bells' view and the new Senior Associate Provost and Vice President for Diversity, Equity, and Inclusion position that UA has created.
- There was a motion to adopt this resolution as it stands, a second, and no opposition. This resolution was passed unanimously by the PSA.
- There are members of the PSA who would like to see a FLSA committee be formed so the PSA is proactive when the injunction is lifted on the Fair Labor

Standards Act. If you are interested in serving on this committee please let Darrell know.

Announcements:

- Dr. Rachel Thompson from Technology Accessibility Initiative was our guest today. She gave a handout of her presentation. Please let us know if you did not receive a copy of that handout. She touched on what technology accessibility means and the things that related to your daily activity; such as ways to make UA more accessible and inclusive, accessibility background and requirements, legal actions and OCR cases, UA accessibility plan, examples of accessibility, and how can her office help. There will be workshops given later during the semester. She will share that information with Darrell to distribute to the assembly.
- February 16th, 2017 3:30PM, our guest speakers will be Gordon Stone from Higher Education Partnership, gearing up for Higher Education Day February 23. Tentatively Dr. Tonyia Tideline, Director of Student and Community Engagement.
- If you would like to help with the body positive image campaign please email nutrition@ua.edu. They are looking for professional staff willing to support a positive body image on video. They are also hosting a “fashion rocks and so does my body” show to celebrate body image. This show will include faculty and staff. If you would like to be involved, or know someone who would, please email nutrition@ua.edu.

Adjourned at 4:31pm.

The next PSA General Assembly meeting will be held on February 16, 2017 at 3:30pm.