

SECTION VI.
ASSESSMENT OF EXTERNAL OUTREACH
AND RECRUITMENT EFFORTS

A. Data Display. Data has been assembled for the Applicant/Hire Analysis for staff and faculty positions for the period September 1, 2018 through August 31, 2019. This data is shown in Exhibits 4 and 5. Data has also been assembled for a Utilization Analysis for staff and faculty employees as of August 31, 2019 and is shown in Exhibit 6.

B. Data Review and Analysis.

1. Individuals with a Disability.

a. Applicants/Hires. For staff positions, the ratio of disabled individual applicants hired to total applicants hired is 4.36%, an increase from the prior reporting period. See Exhibit 4. For faculty, these ratios are 6.67% and 2.21%. See Exhibit 5. A majority of the applicants were seeking positions in the Advanced Clerical, Advanced and Entry-Level Professionals, and Research job groups. Eight (8) individuals with a disability were hired into the Research, Advanced and Entry-level Professionals, Computer/Other Technicians, Advanced Clerical, and Service/Maintenance job groups.

b. Utilization. The University employs 43 individuals with known disabilities. The general staff utilization rate for individuals with a disability (3.48%) is below the federally-mandated utilization goal of 7%. See Exhibit 3. For faculty employees, the general utilization rate for individuals with a disability is 1.12%. See Exhibit 3.

2. Protected Veterans.

a. Applicants/Hires.

- Staff Positions. The University received 160 applications from protected veterans for staff positions. A majority of those applicants were seeking positions in the Research, Advanced and Entry-Level Professionals, Advanced Clerical, and Service/Maintenance job groups. The percentage of protected veteran applicants to total applicants is 4.36%. The overall ratio of protected veteran applicants hired to total applicants hired is 2.14%. See Exhibit 4. Four (4) veterans hired were into the Research, Advanced Professionals, and Custodians job groups.

- Faculty Positions. The University received 678 applications for faculty positions during this reporting period. Of those applications, 1.92 % (13) and 2.21% (15) were from protected veterans and individuals with disabilities, respectively.

b. Utilization. While the University is not required to analyze the utilization of protected veterans, it has done so. The protected veteran staff utilization rate is 3.00%. The protected veteran faculty utilization rate is 1.12%. See Exhibit 3. In its workforce as a whole, the University employed 35 veterans, representing 2.51% of all of its employees. A majority of veterans (57%) work in the Research job group.

C. Outreach, Training, and Recruitment Activities.

1. Individuals with a Disability.

a. Human Resources partnered with local agencies that serve individuals with a disability to host the Ability Career Fair. A representative from Staff employment served as the event co-chair. Sixty (60) persons attended this event which connects employers with individuals with disabilities and provides workshops on interview skills and résumé preparation.

b. The Alabama Department of Rehabilitation Services participated in the University's annual Health & Wellness Fair.

c. A representative from Staff Employment attended the Governor's Career Fair for People with Disabilities. Sixty (60) persons expressed an interest in clerical, child-care, and engineering careers.

2. Protected Veterans.

a. A representative from Staff Employment completed the Veterans at Work Certification offered by the Society for Human Resource Management.

b. Human Resources continues to develop partnerships with local organizations that serve veterans, with a goal of increasing the number of applicants and employees who are protected veterans.

c. Job postings:

- Soldier for Life Transition Assistance Program
- AMC – Army Material Command
- Veteransjoblisting.org website

D. Assessment and Action-Oriented Efforts.

1. Assessment. The applicant and hire ratios for protected veterans groups are generally good, though some improvement can be made with respect to faculty positions. The utilization rate for protected veterans in the University's workforce is also favorable. Attention needs to be given to increasing the University's utilization of individuals with a disability by attracting a greater number of such individuals into the applicant pool. The University's ability to monitor the presence of both protected groups in its workforce is largely dependent upon the willingness of applicants and employees to self-identify. It is likely that some, if not many, of such individuals are not engaging in self-identification, and as a result the number of individuals with a disability and protected veterans in the applicant and employment pools may be underreported. A greater emphasis on self-reporting by potential and current employees may result in an increase in reported numbers.

2. Action-Oriented Efforts.

a. To increase utilization, the University will continue to pursue partnerships with organizations that serve these groups. Human Resources will also provide training for managers and supervisors and increase outreach efforts at job fairs and recruiting events.

b. To promote the hiring of individuals with a disability, the University will post vacant staff positions with the following organizations that serve these individuals: The Alabama Business Leadership Employment (ABLE) Network, which maintains a network of businesses with a commitment to disability issues; Career Opportunities for Students with Disabilities, which assists disabled students and recent graduates with career development; and the Job Accommodation Network, which helps persons with disabilities enhance their employability.

c. To promote the hiring of protected veterans, the University will post vacant staff positions with the HirePatriots.com and veteransjoblistings.com.