

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, 2016 through August 31, 2017. 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, 2017 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 4.76%, an increase of 35% from the prior reporting period. The ratio of disabled individual applicants to total applicants is 3.84%, which is slightly lower than the previous year. See Exhibit 4. For faculty, these ratios are 4.76% and 1.55%. See Exhibit 5. A majority of the applicants were seeking positions in the Advanced and Entry-Level Professionals, Research, and Service/Maintenance job groups. Five individuals with a disability were hired into the Research and Service/Maintenance job groups. Two faculty members with a disability were hired into the College of Education and the College of Nursing.

b. Utilization. The University employs 44 individuals with known disabilities. The general staff utilization rate for individuals with a disability (just under 4%) 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 2.02%. See Exhibit 3.

2. Protected Veterans.

a. Applicants/Hires. - Staff Positions. The University received 204 applications from protected veterans for staff positions. A majority of those applicants were seeking positions in the Advanced and Entry-Level Professionals job groups. The percentage of protected veteran applicants to total applicants is 5.93%. The overall ratio of protected veteran applicants hired to total applicants hired is 4.10%. See Exhibit 4. The five veterans hired were into the Research job group to the following positions: Research Scientist VI and Research Associate I/IV/V in the SMAP Center, Research Institute, and the Rotorcraft Systems Engineering and Simulation Center.

- Faculty Positions. The University received 967 applications for faculty positions during reporting period. Of those applications, 0.41 % (4) and 1.55% (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 4.22%. The protected veteran faculty utilization rate is 2.02% . See Exhibit 3. In its workforce as a whole, the University employed 50 veterans, representing 3.66% of all of its employees. A majority of veterans (58%) work in the Research job group.

C. Outreach, Training, and Recruitment Activities.

1. Individuals with a Disability.

a. Representatives from Staff Employment completed a six week training session where they learned the American Sign Language (ASL). Ms. Stacie Yarbrough, a professional signer and interpreter with the Alabama Department of Rehabilitation Services, facilitated the course.

b. Human Resources hosted a series of brown-bag lunch forums during National Disability Employment Awareness Month featuring a variety of

speakers and topics. The weekly sessions focused on the benefits of inclusion in the workplace.

c. Human Resources staff attended a Disability Employment Summit hosted by the Governor of Alabama. Local businesses provided information and insight on the benefits of hiring individuals with disabilities and participants heard testimonials from individuals with disabilities about their successful employment experiences. Topics of discussion included current barriers to employment, best practices, success stories, and available resources for individuals with disabilities.

d. Human Resources was nominated for Employer of the Year by the Huntsville Area Governor's Committee on Employment of People with Disabilities. Although the University did not win, the nomination was an affirmation of the University's commitment to providing employment opportunities for individuals with disabilities.

e. Human Resources representatives met with a staff from UAB regarding Project Search and how it could be implemented at UAH. Project Search works with local school systems to find work for high school students with disabilities. Students are trained on a variety of jobs and rotate assignments every 10 weeks. The hire rate for students who complete the program is 75%.

f. Human Resources partnered with the Office of Diversity and Multicultural Affairs and the Alabama Department of Rehabilitation Services to host the annual Ability Career Fair. Events included educational sessions for both job seekers and employers. Over 100 persons attended and participated in the activities.

g. A representative from Human Resources has been asked to serve on the Alabama Governor's Committee on Employment of People with Disabilities.

2. Protected Veterans.

a. Human Resources hosted a Lunch and Learn to highlight the benefits of hiring veterans. The session featured veterans associated with UAH – a UAH student and an employee. They both talked about the journey from military service to civilian life and the challenges they faced. A representative

from Still Serving Veterans, Major General Paulette Riser, talked about her success in the military, challenges she encountered as a female, and her current position serving veterans.

b. • A representative from Staff Employment facilitated a workshop on résumé preparation at the Warriors to the Workforce Career Fair.

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, 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 Hire Patriots.com and veteransjoblistings.com.