

AWARE NEWSLETTER

Always Working to Advocate, Retain & Employ

OCTOBER 2014

Work ability transcends hearing disability

The Alabama Department of Rehabilitation Services (ADRS) knows that every HR professional and seasoned manager understands the value of an employee that requires little supervision, interacts well with coworkers and, above everything else, gets the job done. All that and more can be said of Christine Farmer, HRM Associate, UAB Recruitment Services. Christine has mild hearing loss, but this has not prevented her from excelling in the work environment or in life. In fact, in January 2013, when Recruitment Services was looking for a qualified, customer service-oriented individual for its front office, ADRS Business Relations Consultant Debbie Clemons enthusiastically recommended Christine to UAB AWARE Coordinator Sherri Moultrie and UAB Recruitment Services Director. Soon after the director interviewed Christine he became convinced she was a promising candidate for the job and eventually hired her. From there, it would not take long before the ADRS endorsement of Christine proved well-deserved. After only two months as a temporary receptionist in Recruitment Services, Christine was promoted to a permanent Office Services Specialist (OSS II). In this position, she continued to greet and direct visitors and assist job candidates with the online application process. Additionally, the new role provided Christine an opportunity to showcase her computer skills as she took on more complex tasks such as generating applicant computer usage reports, updating the UAB Temporary Services database and managing the conference

room calendar. Christine also created posters and flyers for career fairs and maintained the file room. In a little more than a year after becoming a regular, permanent employee, Christine's position was reclassified to HRM Associate. This upgrade was the direct result of her dependability, organization and productivity. Christine's duties now include front-line review of job applications, initiation of background searches and development of hire packets. According to Bryan Flores, Recruitment Services Manager, "Christine has been a great addition to Recruitment Services. She is always willing to accept new challenges and follows direction very well. In her new role she has continued to seek more responsibility in helping us fill positions at UAB. We are very proud to have her as a member of our team." From the beginning of her employment with the University, Christine has impressed coworkers with her efficiency and knack for eliminating problems. She is known for actively reviewing standard procedures and developing creative ways to make improvements. Though Christine has always been resourceful, she credits the AWARE Program and ADRS with helping her maximize her potential. She says, "One thing that I love about the AWARE Program and about ADRS is that they have given me the ability to feel confident. My confidence is in knowing that assistance is there if I need it." Outside of work, Christine is a strong advocate for kids with hearing loss and has worked closely with



organizations that provide specialized services for children. Not surprisingly, Ms. Moultrie recognized Christine as an outstanding model of excellence for others with disabilities and nominated her for the *2014 Birmingham Area Governor's Committee on Employment of People with Disabilities, Large Business Employee of the Year*. This award is given to an Alabamian with a disability, for outstanding achievement in overcoming significant limitations to secure and maintain gainful employment. In addition, this individual serves as a model of employee excellence to others with disabilities. The National Disability Employment Awareness Month Awards Luncheon will take place on October 31, 2014. We congratulate Christine on her nomination and are elated she was referred to us in 2013! Recruitment Services is very pleased to have Christine as a member of their team. **If you are interested in adding a qualified, hard-working employee to your team, the AWARE Program can help you find an excellent job candidate! Please contact AWARE Coordinator, Sherri Moultrie, at 205-975-9973 for details.**

Did
YOU
know?

Despite their disabilities, these notable Americans overcame adversity and went on to achieve great success:

Alexander Graham Bell: Inventor, Learning Disability
Steve Jobs: Co-founder of Apple, Learning Disability
Thomas Edison: Inventor, Hearing Loss

Barbara Jordan: Politician, Multiple Sclerosis
Helen Keller: Humanitarian, Deaf/Blind
Franklin Delano Roosevelt: U.S. President, Polio

The AWARE Program helps UAB departments find good, qualified employees!

For more information, contact AWARE Coordinator, Sherri Moultrie, at 205-975-9973.

National Disability Employment Awareness Month

Are you ready for some awareness? The arrival of fall means football, back to school and, hopefully, slightly cooler temperatures. But did you know October, the first full month of fall, is National Disability Employment Awareness Month? NDEAM is a nationwide campaign that raises awareness about disability employment issues and celebrates the many diverse contributions of America's workers with disabilities. Its history dates back to 1945. This year's theme is "Expect. Employ. Empower". According to Assistant Secretary of Labor and Disability Employment Policy Kathy Martinez, **expectation** starts at home. Youth with disabilities must grow up expecting to work and succeed. Additionally, employers must be willing to **employ** all qualified individuals and then **empower** those with disabilities with an equal opportunity to contribute their skills and talents.



Events we're involved in to recognize NDEAM at UAB

Birmingham Area Governor's Committee Career Fair

UAB Recruitment Services, UAB Temporary Services, and the UAB AWARE Disability Management Program will be representing UAB at a career fair sponsored by the Birmingham Area Governor's Committee on Employment of People with Disabilities. Candidates are pre-screened based on job availability and employer needs.

Technology Show & Tell - Oct. 16, 10 a.m.-2 p.m.

Join us at this drop-in event for UAB HR Professionals! Specialists from E.H. Gentry Facility and the Alabama Department of Rehabilitation Services will be in the AB Penthouse (large conference room) to explain and demonstrate how assistive technology devices can aid individuals with disabilities in performing job-related functions and tasks. Many employers already use some of these assistive technologies to provide effective, reasonable accommodations in the workplace.

Birmingham Area Governor's Committee NDEAM Awards Luncheon

This annual affair observes National Disability Employment Awareness Month and recognizes outstanding employees in the Steel City area. Invitations to the event have already been mailed.

What can YOU do to show your support?

Feature NDEAM in social media activities. National Disability Employment Awareness Month provides an interesting subject for social media platforms, including Facebook, LinkedIn and Twitter. Topics may include success stories, best practices, initiatives, etc.

Participate in Disability Mentoring Day. DMD promotes career development for youth with disabilities through hands-on programs, job shadowing, and ongoing mentoring. This nationwide observance is the third Wednesday of each October but companies may choose to host their event on any day of the month. Mentoring may also include adults with disabilities who are seeking career advancement. If you are interested in a DMD event, please contact UAB AWARE Coordinator Sherri Moultrie at 975-9973.

Create a display. NDEAM is a perfect time to freshen up bulletin boards in break areas or other locations that employees frequent by posting positive messages about the organization's commitment to a disability inclusive workforce. [Click here](#) to download the NDEAM poster.

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