



Executive Director of Talent Performance & Relations

Position Prospectus

UAB THE UNIVERSITY OF
ALABAMA AT BIRMINGHAM

The Opportunity

The University of Alabama at Birmingham (UAB) welcomes inquiries, nominations, and applications for a strategic leader with well-honed human resources policy expertise, and a commitment to customer-focused excellence in order to successfully serve as the institution's Executive Director of Talent Performance & Relations.

Operating within the Department of Human Resources and reporting to the Chief Human Resources Officer, the Executive Director of Talent Performance & Relations (EDTP&R) provides strategic guidance to the institution's leadership related to talent relations policy and initiatives, as well as HR consultation to faculty, staff, and unit-specific human resources partners. In addition, the EDTP&R provides strategic oversight and guidance for a 13-member team of specialists that manages Employee Relations and the performance management process, Investigations, Campus Human Resources Consultants, the AWARE Disability Management Program, On-the-Job Injury, and unemployment compensation for a complex academic institution and health system boasting nearly 28,000 employees and a culture of collaboration and inclusive excellence.

A leader who is relational with a transparent and inclusive management style is essential, as the EDTP&R builds key relationships across the enterprise in order to advance harmony, collaboration, and trust. This leader, whose career exemplifies good judgment and a commitment to consistent and effective communication, works closely with the human resource department's 7-member leadership team and engages a variety of stakeholders including the Office of Counsel, Compliance & Risk Assurance, Diversity, Equity and Inclusion, Title IX, the University Ombudsperson, the Provost's Office, the President's Office, the Office of Finance and Administration, School/Department Leadership, Staff Council, Faculty Senate, and UAB Medicine's Human Resources. This is an opportunity to join a highly diverse human resources team and play a key role in the development and implementation of a transformational vision for human resources across a complex organization which was selected as America's Number One Large Employer by Forbes.



The University

The University of Alabama at Birmingham (UAB) is part of the University of Alabama System. Since becoming an autonomous campus of the University of Alabama System in 1969, UAB has earned international recognition for its innovative academic programs in a range of disciplines, groundbreaking research and scholarship, and leading-edge patient care. UAB has helped build the future through innovative ideas and initiatives in the classroom, the laboratory, and in the studio and clinic. UAB is in a strong financial position with favorable enrollment trends, a growing research base, healthy financial margins, and modest debt. The total operating budget for the UAB Campus for FY21 was \$1,448,083,000. The total FY 21 State Appropriations were \$309,113,742, with \$37,955,804 allocated to the Hospital and \$15,247,393 being line items and earmarks for specific purposes. The state appropriation allocation has increased 13.6% or \$37 million since 2018. The state allocation increased for FY22 despite the impact of the pandemic. The university has an Aa2 rating from Moody's and an AA+ rating from S&P.



**Be a part of the best.
Be a part of UAB.**

- #1 America's Best Large Employer and #1 Best Employer for Diversity among colleges and universities**
Forbes, 2021
- #1 Cybersecurity program in the U.S.**
Fortune, 2023
- #1 Young U.S. University two years in a row
#10 and #12 Young University worldwide**
Young University Rankings Times Higher Education, 2018, 2019
- #1 Master of Science in health administration**
U.S. News & World Report, 2023
- 1st Health Promoting University in the nation**
International Health Promoting Campuses Network
- Top 8% of universities worldwide**
Best Global Universities, U.S. News & World Report, 2022-2023
- 11 Best Online Programs**
Best Online Colleges, U.S. News & World Report, 2023
- UAB Online is #15 in the U.S.**
America's Top Online Colleges, Newsweek, 2023
- 16 programs in Top 25**
America's Best Graduate Schools list, U.S. News & World Report, 2023
- 17th among all public universities for federal research funding**
NSF Higher Education Research and Development Survey, 2020
- 5 straight years Higher Education Excellence in Diversity Award and Diversity Champion**
INSIGHT into Diversity magazine
- 8th largest hospital in the U.S.**
Becker's Hospital Review, 2021
- 8 specialties ranked among top 50 programs of their kind**
Best Hospitals, U.S. News & World Report, 2021-2022
- Rated highest among Best Hospitals for Maternity Care**
U.S. News & World Report, 2022-2023
- Obstetrics and Gynecology is #5 in the nation**
U.S. News & World Report, 2022-2023

UAB partnered with the University of Alabama System, the State of Alabama, and the Birmingham community in successful efforts to combat COVID-19 and its variants. During the pandemic, UAB made record-breaking strides campus wide and emerged more driven than ever to serve and succeed in all pillars of its mission: Education; Research, Innovation & Economic Development; Patient Care; and Community Engagement.



Mission & Values

Vision

One university inspiring and empowering the creation of knowledge that changes the world.

Mission

UAB serves students, patients, the community and the global need for discovery, knowledge dissemination, education, creativity, and the application of groundbreaking solutions. We are a leader among comprehensive public urban research universities with academic medical centers.

Shared Values

Integrity – We act ethically and do what is right.

Respect – We treat others with courtesy and civility.

Diversity and inclusiveness – Everybody counts every day. We actively seek varied perspectives in our decision-making.

Collaboration – We trust each other and work cooperatively across disciplinary boundaries in the spirit of shared governance.

Excellence and achievement – We constantly innovate, solve problems, and improve ourselves and others through learning.

Stewardship – Fiscal and environmental sustainability guide our decisions.

Accountability – We are answerable to each other and act with the best interests of the university in mind.

UAB's vision, mission and values provide a framework and common language for collaboration and strategic goals that will build on our strong foundation. UAB serves students and patients while recognizing they are also embedded in a vibrant community.

Strategic Plan

UAB's vision, mission, and shared values provide the foundation for its strategic plan, [Forging the Future](#). Visit www.uab.edu/didyouknow to explore the many ways in which UAB is actively living out its mission, vision, and values every day.

Forging the Future focuses on building collaborations across campus and with the community and key organizations, civic leaders, elected officials, and other stakeholders. The plan, encompassing years 2018–2023, focuses on top strategic priorities, builds on areas of excellence, and promotes innovation, entrepreneurship, and collaboration in all the university's efforts. Since the plan's inception, much has been accomplished, including an inventory of UAB's strengths, acknowledgment of the challenges facing them, and strategic investments in infrastructure and programs with the aim of moving UAB to the forefront of excellence. The plan outlines what sets UAB apart from other institutions, provides a situational analysis, and identifies peer institutions and defines their pillars. A signature program of *Forging the Future* is the UAB Grand Challenge, Live HealthSmart Alabama, launched in 2019. This ambitious project aims to elevate the state of Alabama out of the bottom 10 in national health rankings by 2030 through a comprehensive and community-based approach to make significant improvements in key health metrics over the next 10 years. *Forging the Future* also includes the development and implementation of a Signature Core Curriculum—branded the Blazer Core—that is a unique, shared body of courses undergraduates take during their first two years focusing on developing socially conscious global leaders and citizens.

Research

UAB's robust research enterprise continues the most successful era of extramural research funding in its history, with a 50% increase over the past five record-setting fiscal years (awards totaled \$715 million in FY22). Among public universities, UAB ranks 17th (top 4 percent) in federal R&D expenditures and 11th in NIH awards (top 4 percent), with all six of its health-related schools—Medicine, Public Health, Health Professions, Optometry, and Dentistry—in the top 15. UAB research encompasses a wide range of disciplines and emerging new fields, and spans the continents in scope: developing revolutionary treatments for the most devastating human diseases, from diabetes to cancer to Alzheimer's disease; pioneering new materials for everything from stronger military gear to bio-coatings for cardiac stents; combating cybercrime perpetrated from computers around the globe in a one-of-a-kind cyber forensics center through collaborations with the FBI, Homeland Security and industry partners such as Facebook and Google; and making significant advances in climatology, marine biology and medicine in the far reaches of Antarctica. In 2019, UAB was selected as one of eight national Udall Centers of Excellence in Parkinson's Disease. UAB is among the first in the United States to offer clinical trials for treatment of patients with severe COVID-19 using nitric oxide.



As the leading public academic medical center in the Deep South, UAB took a lead role in the battle against COVID-19. Through January 2022, UAB Hospital treated over 6,400 COVID-positive patients and 74% of on-campus students - nearly 92% of UAB employees were compliant with COVID related policy, and working with Alabama Department of Public Health and other partners, more than 267,500 residents in all 67 counties of Alabama. UAB's world-renowned infectious disease experts have continued to collaborate with local, state, and federal agencies to deliver critical information to the community, state and media

audiences worldwide, doing more than 130 live national TV appearances from UAB studio among hundreds of expert interviews. UAB set an example for the state with early, decisive action to flatten the curve and promote aggressive social distancing among its 22,000 students, 26,000 faculty and staff, and its patients from across Alabama. UAB experts in health informatics quickly developed an online symptom assessment and contact tracing tool that was adopted by the Alabama Department of Public Health and was in use at dozens of universities and organizations nationwide. UAB was on the front lines of public health and spearheading the development of possible therapeutics against COVID-19, including [Remdesivir](#) (originally developed under the guidance of the UAB-led Antiviral Drug Discovery and Development Center to treat MERS), which was considered one of the most promising treatments for the disease. Within three months of the beginning of the pandemic, UAB raised over \$1.5 million from local philanthropic sources to support 24 internal, high-impact projects developed by UAB faculty.

Academics

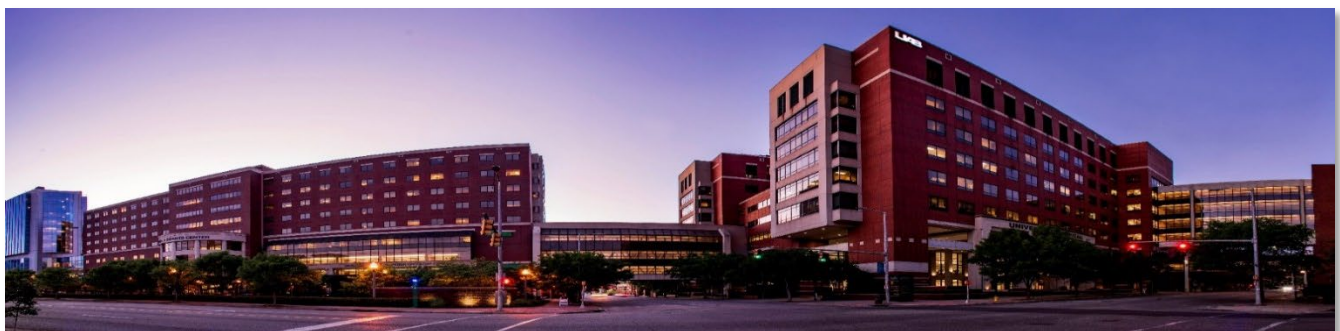
The university comprises 12 academic units (Schools of Business, Dentistry, Education, Engineering, Graduate School, Health Professions, Medicine, Nursing, Optometry, and Public Health; Honors College; and the College of Arts and Sciences). UAB has had three consecutive years of overall enrollment exceeding 21,500, and in fall 2021 welcomed its largest-ever first-year class. UAB has been identified as a [Diversity Champion by INSIGHT](#) Into Diversity magazine in 2018, 2019 (one of 16), 2020 (one of 14), 2021 and 2022 (one of 16). These honors recognize UAB's diverse student population, with underrepresented groups making up 55 percent of the student body. UAB was the first academic partner to support the Birmingham Promise scholarship in providing Birmingham City Schools graduates an opportunity to attend the university with a tuition scholarship match and additional academic support.

Academic programs at all levels — undergraduate through postdoctoral — are nationally recognized for exceptional research and service-learning opportunities. Undergraduate programs and the Honors College offer the type of hands-on, closely mentored research experiences found primarily at the graduate level in most universities. In the past few years, UAB has launched new programs in immunology, digital forensics, genetics and genomic sciences, bioinformatics, and cancer biology (B.S.) and neuro-engineering (Ph.D.) that are the first programs of their kind in the nation. *U.S. News & World Report* 2022 “Best Graduate Schools” includes 16 UAB programs in the top 25 — including a Master of Science in Health Administration program that is ranked first nationally.

Health Sciences & Medical Center

As a nationally and globally competitive academic medical center, UAB provides world-class patient care for the state and region—with more than 1.8 million clinical visits and \$78.4 million in charity care last year—and is committed to educating medical professionals and advancing medical science through research. UAB Health System (UABHS) consists of the UAB Hospital, University of Alabama Health Services Foundation, Triton Health Systems, the UAB Callahan Eye Hospital Authority, the Valley Foundation, the Health Care Authority for Baptist Health, Medical West Hospital Authority, L.V. Stabler Hospital, J. Paul Jones Hospital, Brian Whitfield Memorial Hospital, Cooper Green Mercy Health Services Authority, and many other managed hospitals. UABHS has developed a strategic alliance with Ascension St. Vincent's to increase access to high-quality, innovative medical care through multiple outlets and health programs. This alliance will address health disparities, mental and behavioral health, and diabetes. The Hospital also has strong ties with other governmental and private nonprofit institutions located within and adjacent to the UAB campus, including Veterans Affairs Medical Center and Children's of Alabama. A separate not-for-profit corporation, the UAB Health System directs and provides the coordination and management of the health care entities affiliated with UAB.

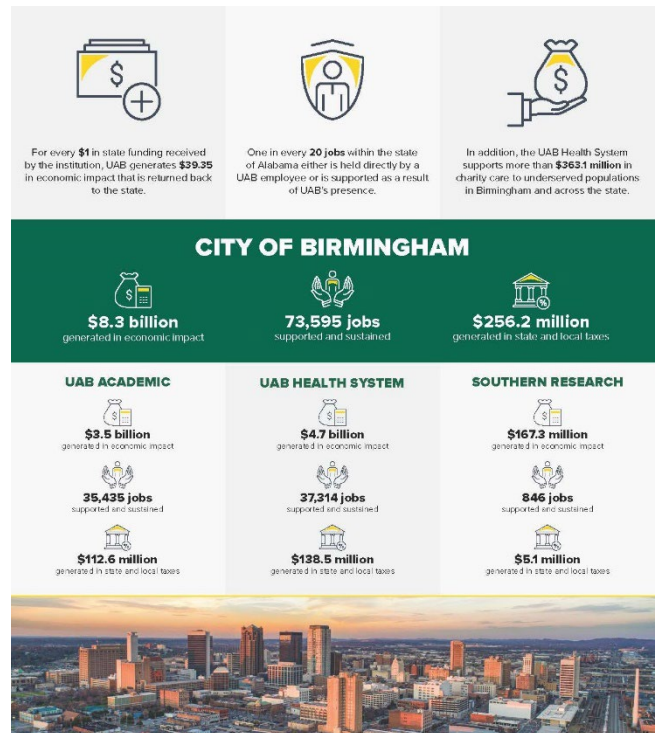
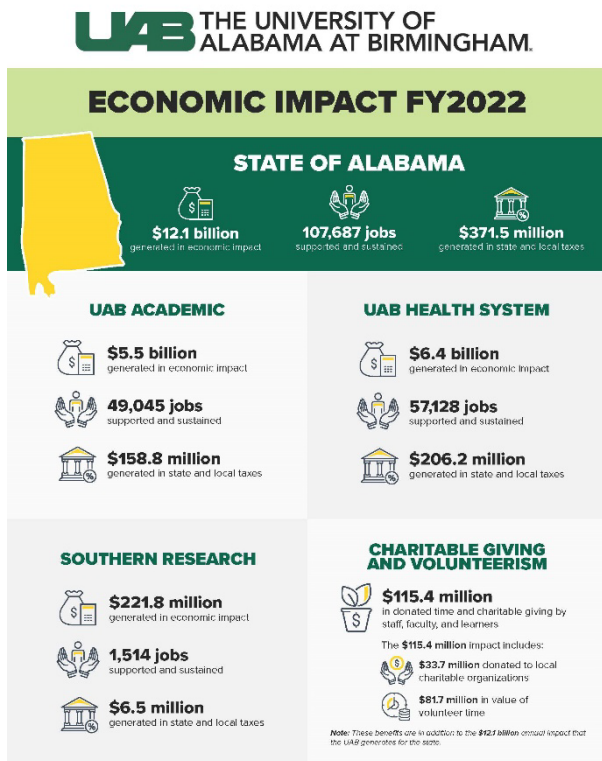
The flagship UAB Hospital is the largest in Alabama and 8th largest in the U.S., with 1,207 beds. It houses the state's only designated Level 1 adult trauma center and is the only Alabama hospital to be continually ranked in *U.S. News & World Report* “America's Best Hospitals.” The O'Neal Comprehensive Cancer Center at UAB is the only NCI-designated center in Alabama and in a four-state region, and is a national leader in driving cancer research, treatment, and training. In January 2022, UAB (which has performed the second-most kidney transplants in the history of medicine and the most for African Americans) successfully tested the world's first human preclinical model for transplanting genetically modified pig kidneys into humans—providing a peer-reviewed proof of concept for xenotransplantation and offering a pathway to a robust, sustainable supply of lifesaving organs.



Innovation & Economic Impact

Driven by an intensely collaborative and entrepreneurial character, UAB is the economic engine of the region with a statewide economic impact exceeding \$12.1 billion annually. A new [report](#) shows the University of Alabama at Birmingham's annual economic impact in Alabama grew from \$4.6 billion in 2008 and \$7.15 billion in 2016 to \$12.1 billion in 2022 — a 41 percent increase since 2016 and a 163 percent increase since 2008. UAB is Alabama's largest single-site employer, with nearly 28,000 faculty and staff, and supports more than 107,600 jobs statewide — one of every 20 Alabama jobs. UAB's decades-long partnership with its community and state has led to the economic, cultural, and social renaissance of Birmingham — the state's largest metro area, with a population of 1.1 million — as the city has grown from a primarily steel-based economy to a thriving nexus of R&D, medicine, banking, and other service industries.

The UAB Harbert Institute for Innovation and Entrepreneurship is accelerating commercialization and training tomorrow's entrepreneurs, generating in FY21 more than \$5 million in revenue; 120 Intellectual Property (IP) disclosures; 19 U.S. patents; 49 licenses; three startup companies; and \$852,000 in Small Business Innovation Research (SBIR)/ Small Business Technology Transfer (STTR) expenditures. UAB continues collaborating with Southern Research, Innovation Depot, the City of Birmingham, Jefferson County Commission, Birmingham Business Alliance, the corporate community, and other partners to foster a robust technology-based economy for the region and state.



Community Impact

In 2019, UAB named Mona Fouad, M.D., director of the UAB Minority Health and Health Equity Research Center — and her team's "Live HealthSmart Alabama" project the winning proposal of the university's first [Grand Challenge](#), a key component of Forging the Future — UAB's strategic plan. As the winner, Fouad's team is supported with a 5-year, \$5 million award from the university to fund the initial effort to address and improve the state's low health rankings.

The Times Higher Education Impact Rankings 2020 highlighted the impact of UAB on society to build healthier communities, ranking UAB first in the United States and seventh in the world for achieving good health and well-being community outreach. [Live HealthSmart Alabama](#) aims to improve the health outcomes in Alabama by 2030 by addressing changes in policies, neighborhoods, schools, and workplaces. UAB partnered with the City of Birmingham to create a smoke-free Health District on Birmingham's Southside. Lakeshore Foundation and UAB have collaborated on rehabilitative science research to improve the quality of life for individuals with physically disabling conditions. The

Sparkman Center for Global Health works to alleviate health problems in less developed countries by increasing public health capacity, and UAB's School of Nursing is designated as a Pan American Health Organization/World Health Organization (among 43 worldwide) for their sustained involvement in developing the global nursing workforce. The employee-led Benevolent Fund works with more than 140 local nonprofits and donated \$1.4 million in FY2021. UAB employees and students built six Habitat houses volunteering 15,800 hours. Blazer Pulse, a community service application, has logged over 60,000 hours of service with 90 community partners.

In December 2020, UAB became the first U.S. university to adopt the Okanagan Charter and to be recognized internationally as a Health Promoting University. UAB's work to promote bee conservation and growth was recognized by being named a Bee Campus USA by Bee City USA.

Arts

UAB also promotes the cultural and artistic vitality of its community and state. The Alys Stephens Center is Birmingham's home for the performing arts, hosting the Alabama Symphony Orchestra, internationally renowned musicians, and performances by UAB's departments of music and theater. The Alys Stephens Center also takes the arts into the community through its ArtPlay and Arts in Medicine — and is the anchor of UAB's Cultural Arts Corridor, which includes the state-of-the-art Abroms-Engel Institute for Visual Arts.



Facilities

The UAB campus comprises more than 100 continuous city blocks – a quarter of downtown Birmingham. The campus master plan focuses on enhancing growth management and innovative facilities to support the pillars of the strategic plan. An updated campus master plan received approval in April 2021. Recent projects include Honors Hall, the Collat School of Business, School of Nursing, University Hall, McMahon Hall and the Technology Innovation Center. Ongoing and upcoming projects include the Science and Engineering Complex, and the Altec/Styslinger Genomic Medicine & Data Sciences Building. Since 2013, 17 new major university construction projects have been completed or are under construction with almost 1.1 million gross square feet of facilities added to UAB's footprint. When the 10 major renovations are included in the total, more than \$1.1 billion has been spent by the institution to advance learning and aggressively expand its research portfolio, related funding and economic impact. Six major new buildings are planned over the next five years, which will add an additional 625,000 square feet of space. Ten major renovations also are planned for the next five years. Impactful growth continues



in the health sector as well, with \$525 million spent on new construction, renovations, medical technology, and real estate acquisitions over the past 10 years. Since 2013, 34 new major construction projects for the UAB Health System have been completed or are under construction with 2.5 million gross square feet of facilities added. Ten major new buildings are planned in the next five years, which will add an additional 1.6 million square feet space. Ten major renovations also are planned.

Athletics

UAB is a current member of Conference USA and moving to the American Athletic Conference. The university participates in Division I of the NCAA, sponsoring six men's teams and 12 women's teams. Blazer Basketball won its conference championship in 2022 against Louisiana Tech, and Blazer Football, having moved into the new Protective Stadium in 2021, won the 2022 Bahamas Bowl, defeating Miami of Ohio. New and upcoming athletic facilities include a Football Operation Center, Basketball Practice Facility, and a Baseball/Softball Clubhouse. The Blazer athletes' graduation rate has increased from 75% to 94% since 2015, and the American Athletic Conference invited UAB to join its league beginning July 1, 2023, a move that increases the visibility and competitiveness of UAB Athletics on a national stage. Since 2015, the Department of Athletics has received more than \$71 million in new philanthropic and community support and built or renovated 25 facilities.



The Location – Birmingham, Alabama

Located in the heart of the Southeast, Birmingham is a short drive from Atlanta, Nashville, New Orleans, Memphis, the Blue Ridge Mountains, and Gulf Coast beaches. Birmingham has been recognized as an “All-American City” by the National Civic League, as one of the top 10 American cities to live and work, one of the top 10 entrepreneurial and job growth hot spots in America and Conde Nast Traveler’s pick for one of 22 Best Places to Go in 2022.

Downtown Birmingham has enjoyed a revitalization in recent years, with the development of Railroad Park — an award-winning urban park — and its adjacent Regions Field, home to the minor league Birmingham Barons — an award-winning stadium. The park and stadium projects have kickstarted major growth in surrounding districts, including craft breweries, boutique shops, restaurants, loft and apartment buildings, innovative workspaces, and hotels. Birmingham’s airport, Birmingham-Shuttlesworth International Airport, was completely renovated in 2013. Because of this platform, and because of its sports history, Birmingham was selected to serve as the host city of the 2022 World Games. [UAB played a major role](#) in coordinating the spectacular event – providing athletic venues and hosting 3,600 athletes from more than 100 countries.

Birmingham is also a renowned culinary destination, with one of its signature restaurants recently winning two James Beard Foundation awards and many other restaurants named as finalists. Food critics across the country have discovered Birmingham’s food scene and consistently rank it as one of the best food cities in America.

There are a host of attractions only a short walk from UAB’s campus. The Birmingham Civil Rights District National Monument, composed of sites such as Sixteenth Street Baptist Church, Kelly Ingram Park, and the Civil Rights Institute, is a major destination for visitors from around the world. Birmingham’s cultural scene is thriving, with museums, numerous galleries, music and arts festivals, theaters and live music venues, a professional ballet company, a professional opera company, a School of Fine Arts, the Jazz Hall of Fame, the recently restored historic Lyric and Alabama theaters, and UAB’s Alys Stephens Performing Arts Center, home of the Alabama Symphony Orchestra.

Birmingham is in proximity to many state and national parks, lakes, urban greenspaces, and hiking and biking trails. The city has more green space per capita than any other major city in the United States. [Explore Birmingham online.](#)

Recent Rankings for Birmingham Include:

- No. 1 employer in the state (Forbes, 2022) – UAB
- No. 1 employer for diversity among colleges and universities (Forbes, 2021) – UAB
- No. 1 city in the country where your paycheck goes the furthest (Trulia, 2018)
- No. 2 up-and-coming tech hotspots (Livability, 2018)
- No. 3 in economic growth potential (Business Facilities, 2019)
- No. 3 for new business climate (Business Facilities, 2019)
- No. 4 best employer for diversity in America (Forbes, 2021) – UAB
- No. 4 best cities for job seekers (Thrillist, 2019)
- No. 7 city with the fastest-growing income (Smart Asset, 2017)
- No. 8 most affordable city to live and work (Business Student, 2019)
- Top 10 up-and-coming foodie city (Trip Advisor, 2018)



The Role

Executive Director of Talent Performance & Relations

SUMMARY

Under the direction of the Chief Human Resources Officer (CHRO), to supervise, administer and oversee the various talent relations and performance initiatives for the University of Alabama at Birmingham (UAB). To develop appropriate UAB employee policies and provide policy coordination across entities. To direct the disability management functions (AWARE program), the UAB worker's compensation program, and On-the-Job Injury (OJI) program. To provide guidance and direction on the planning and coordination of UAB employee recognition programs. To monitor and report appropriate metrics and measurements. To develop appropriate employee communications.

ESSENTIAL FUNCTIONS

- Develops and recommends to the CHRO or appropriate leadership talent relations policies, plans and objectives that will result in sound working relationships among the diverse population of UAB employees and work environments. Ensures policies, procedures and practices comply with new or revised laws and regulations governing applicable employment relationships.
- Provides strategic consultation and guidance to faculty and staff concerning human resource matters with a high degree of confidentiality, integrity, ethics, initiative, and judgment.
- Collaborates with the CHRO and constituents at all levels of the institution building and fostering strong relationships to translate the goals and initiatives of the University into human resources strategic and operational plans.
- Provides advice and guidance to human resources Consultants to develop needed competencies that enable them to anticipate, identify, and address the human resources needs of the business units they support.
- Oversees and provides guidance to the Investigators to include timely completion of Title IX, Title VII, human resources investigations along with coordination of investigations involving research related matters.
- Ensures UAB compliance with the disability management program (AWARE). Stays current and informed on short and long-term disability benefits and accommodations available to employees.
- Oversees the annual performance management process and collaborates with Human Resources Learning and Development to create and provide timely performance management tools and training.
- Oversees the effective operations of the UAB on-the-job injury (OJI) and unemployment compensation program. Ensures compliance with regulations of the program. Maintains effective relationship with OJI third party administrator.
- Oversees the delivery of timely and informative internal communications to faculty and staff.
- Provides strategic guidance around human resources activities to mitigate risk and optimize resources.
- Ensures consistent administration and interpretation of rules, policies, and procedures pertaining to Employee Relations.
- Partners with all stakeholders (Subject Matter Experts (SMEs), business leaders, and human resources partners) across the organization to support business objectives.
- Performs other duties as assigned.



QUALIFICATIONS

Minimum Requirements

Bachelor's degree in Human Resources, Business or a related field and ten (10) years of related experience required. Work experience may NOT substitute for education requirement.

Licenses/Certifications/Registrations

Preferred - Currently certified as a Senior Professional in Human Resources (SPHR) by the Human Resources Certification Institute (HRCI) or as a Society for Human Resource Management-Senior Certified Professional (SHRM-SCP) by the Society for Human Resource Management (SHRM)

Supervisory Responsibilities

Approximately four (4) to ten (10) direct reports
Approximately four (4) to ten (10) indirect reports

Knowledge / Skills / Abilities

- Ability to encourage and persuade people
- Ability to multi-task and prioritize projects
- Ability to problem-solve
- Written and verbal communication skills
- Leadership skills

Work Model

This position requires residency in the state of Alabama and is hybrid eligible after the probationary period.

Nominations & Applications

LeadExec is partnering with The University of Alabama at Birmingham in this national search. For inquiries, nominations, applications, and confidential conversations, please contact:

Lisa J. Marks, Founder & CEO
Leyla Kayi, Senior Search Consultant
413.335.6936
edtalentpandr@leadexec.com

This position is open until filled but only applications received by **Thursday, March 23, 2023**, can be assured full consideration. Applications should include a detailed letter of interest and a current curriculum vitae/resume.

LeadExec is a respected expert in retained executive search and organizational development. We identify and engage leaders who make an impact and transform organizations.



UAB is an Equal Opportunity/Affirmative Action Employer committed to fostering a diverse, equitable, and family-friendly environment in which all faculty and staff can excel and achieve work/life balance irrespective of race, national origin, age, genetic or family medical history, gender, faith, gender identity and expression as well as sexual orientation. UAB also encourages applications from individuals with disabilities and veterans.

