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SCHREYER HONORS COLLEGE

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COMMON FACTORS THAT MOTIVATE AUTISM EMPLOYMENT IN THE WORKPLACE

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ABSTRACT

The purpose of this thesis is to identify common factors among a group of like-minded manager's that serve as motivation in employing those who are diagnosed with Autism Spectrum Disorder (ASD). A survey of ten questions was sent to a population of organizations who focus on employing those with ASD. Forty five companies were chosen because of the work they do with their employees in order to increase neuro-diverse work environments. A sample of seventeen respondents completed the survey. The results were analyzed individually and collectively before making any comparisons and conclusions. Although this group of respondents already engaged in employing those with ASD, the survey was designed to ask questions that would measure how influential the nature of a relationship with someone with ASD would be when working in this area. There were many differences among demographics and social factors that led to varying outcomes. Frequency analysis among many other forms indicated that those who had a stronger relationship indicated by its nature (strongest being child and or sibling) had a higher likelihood to engage in employing with those on the spectrum, however this was not exclusive. Results also indicated that although the male population was the minority respondents, having a previous relationship to someone with Autism was more influential than it was on the female majority population. However, a majority of the respondents identified as *White/Caucasians*, *Females* and had some form of higher education.

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I would also like to thank Tiffany Johnson who was the first person who made me aware of the issue regarding Autism employment. She defined and ignited the passion I have for increasing awareness within this area. Ms. Johnson was always available to meet with me and went out of her way to help conduct my research and writing even though it was not her designated job. Ms. Johnson's vast knowledge and deep understanding of this subject allowed me to further explore this topic of research. Her help guided me through the process of composing this thesis in its entirety and without her willingness and insight the final product would have not been possible. I am eternally thankful for her immense contribution to my educational journey.

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track. Lastly, want to acknowledge and thank those managers who took the time of their day to fill out this survey with their input. Their answers shaped the outcome of this thesis; without their responses and support, this would not have been possible.

Chapter 1

Introduction

According to the United States Department of Labor, the American with Disabilities Act “prohibits discrimination against people with disabilities in employment, transportation, public accommodation, communications, and governmental activities.” This thesis focuses on raising awareness for the first part of the act’s purpose where it states that it “prohibits discrimination against people with disabilities in employment.” The American with Disabilities Act is now celebrating its 25th anniversary of empowerment. However, a CBS News report aired on June 10, 2014 reporting on a study done that showed that eighty-five percent of adults diagnosed with ASD are underemployed or unemployed. This issue raises concern when one in sixty-eight children are diagnosed with autism. From the information at hand, a question was raised: what exactly motivates the minority population of managers who already engage with adults diagnosed with ASD to employ them? All of this led me to focus on identifying: “*Common factors that motivate autism employment in the workplace*”.

When speaking of inclusive work environments the focus is usually set on demographics and less attention is given to mental health. Although the Americans with Disabilities Act has been implemented, revised, and enforced since 1990, there are a vast majority of unemployed adults with ASD. This doesn’t necessarily mean that the Americans with Disabilities Act is not taken seriously because there is a minority of organizations who employ adults with ASD. These organizations are focused on providing opportunities and training for this specific segment in hopes of reducing the rate of unemployment.

Through this work I hope to find similarities among the managers and heads of the organizations whom engage in neuro-diverse and inclusive work environments by employing adults with ASD. An online survey was sent to forty five companies that hire and train autistic adults. Ten questions were asked regarding the leadership of the company and the demographics of the population working. Seventeen responses were received within a three month time frame. This sample “*n*” will represent the overall population among companies and organizations who already employ those with ASD in order to find commonalities. With this thesis, we hope to raise awareness to this issue along with encouraging management teams to include neuro-diversity when speaking of inclusive work environments.

Why Autism Spectrum Disorder?

When brainstorming how to relate ASD to management while having a purpose behind the research, many questions were up for discussion. What is ASD? Why are adults on the spectrum still underemployed in the U.S. if the Americans with Disabilities Act is enforced to mediate this number? What exactly motivates certain managers to employ and engage with those on the spectrum more than others? Why is it important to understand the concept of neuro-diversity?

With the resources being used, the goal is to discover the commonalities between managers who employ adults with ASD. The remaining portion of this thesis will focus on analyzing the results of the survey sent to forty five like-minded managers. The organizations surveyed ranged from profit to not for profit and the respondents ranged from managers to founders. After exporting the data that was received from seventeen respondents, each question

will be evaluated individually and graphs are provided within the findings and listed as figures.

Frequencies, means, modes, and ranges were analyzed in order to find common factors.

When comparing the results of the surveys for the sample n , each variable will be measured with another in hopes of discovering what incentivizes these organizations to not be a part of the 85% CBS news report statistic. These companies were chosen to participate because of their sensitivity to mental health disorders and the clear idea they have when promoting neurodiversity. This research is critical to the community at large. Defining the underemployment of adults with ASD as an issue will be the first step in fixing it.

Chapter 2

Literature Review

According to the National Institute of Mental Health, Autism Spectrum Disorder (ASD) is the inability or lack of social communication and interactions, the action of repeating patterns of behaviors or activities and its recognition is usually within the early stages of childhood. ASD's cause is unknown but it is speculated that factors such as genetic and external environmental factors can increase its growth. The Diagnostic and Statistical Manual of Mental Health include ASD under a mental health illness. However, this is not a physical inability nor is it a mental block. People who are on the spectrum are able to learn at a slower pace and endure in day to day activities in order to alleviate the social communication issue. The center for disease control and prevention defines ASD as:

“A group of developmental disabilities characterized by impairments in social interactions and communication and by restricted, repetitive, and stereotyped patterns of behavior.”

The Americans with Disabilities Act was created in order to protect a candidate with physical or mental disability in obtaining a job. However, even though this act has been in place since 1990 a report on CBS stated that 85% of adults with ASD are unemployed or underemployed. Upon graduating from a high school or post-secondary career those adults who are diagnosed with ASD and do not have an intellectual disability are three times more likely to continue their life without engaging in any occupational activities (Taylor & Seltzer 2010). It is

quickly becoming an international concern that the small percentage of autistic employees who *can* engage in full-time job opportunities (i.e. individuals with high school and college degrees) are still poorly paid. (Taylor & Seltzer 2010). There is a lack of use of resources and social capital that people who are on the spectrum have to offer to the workplace environment. Many series of research assignments, experiments and tests have proven that in general, there is a low rate of employment among this specified group of adults who are diagnosed with ASD.

(Ballaban- Gill, Rapin, Tuchman and Shinnar 1996; Eaves and Ho 2008; Howlin, Goode, Hutton and Rutter 2004)

The workplace is an area that is continuously evolving and changing its norms in order to encourage a more diverse workforce. However, this is not the case with those who are on the spectrum. There is a lack of employment for those who are diagnosed with ASD and it is a climatic social norm issue (Shattuck & Roux, 2014). This issue needs to be addressed considering the fact that autism diagnosis is steadily increasing as is the amount of people with autism that will need employment (CDCP, 2012). There is not enough credit given to those who already employ adults diagnosed with ASD and aside from finding the commonalities among this sample, it is important to also measure how influential a previous relation with someone on the spectrum has had.

Chapter 3

Methods

An email and survey were composed and reviewed before sending them out to a list of forty five companies whom were chosen based on the common qualities of each organization. After giving about a three month time frame to respond, a sample of seventeen responses were collected and exported on to an excel spreadsheet. Every organization had one common factor that made them a target for my research: they focused on employing and/or training adults with ASD therefore, encouraging a neuro-inclusive environment. The survey that was made was composed of ten questions in a predetermined order and each question served a purpose; reasons will be further explained below. The survey (See Appendix B) titled *Penn State University- Autism & Employment Research* was sent as a link within an email (See Appendix A) that explained to each survey taker the intent of my research, proposed the confidentiality and stated the IRB number approved by the Penn State Office for Research Protections.

The questions on the survey were divided into three sections. The first section, composed of the first three questions, were based on the organization itself. The second section, composed of questions four, five and six were focused on the respondents' personal (if any) relation to autism. The last section of the survey, made up of the last four questions, were the questions asking for the demographics of the individual taking the survey in order to compare and contrast individual factors among the respondents.

The first question of the survey served the purpose of finding who exactly was taking the survey on behalf of the organization. This is an imperative factor to define in order to measure

the credibility of the responses. Question number two asked for the type of organization. This question acknowledged if this would be a common theme among the respondents and their respective companies/organizations. Question three was in regards to size and therefore there were no multiple choice options given but instead an open ended answer in which the respondent can be specific to the size of the organization.

Within the second section of the questions, the fourth question asked if the person had ever been personally diagnosed with autism. This would be a critical motivating factor to analyze among the respondents. An assumption made was that if a majority of the respondents were previously diagnosed with ASD, that personal experience would be one of the most important factors that motivate autism employment. The fifth and sixth question were interdependent because one asked if the survey taker had a personal relation with someone who was diagnosed with ASD and, if the participant answered 'yes', then the following question would ask to define the nature of the relationship. This is where we examine if the nature of the relationship is a significant motivating factor.

The remaining four questions were demographic questions. The questions asked for gender, specific age (once again being an open-ended answer), race/ethnicity and level of education. These four factors are critical when comparing the results because they can lead to commonalities among managers who already employ those on the spectrum.

Method of Analysis

Each question will be analyzed individually as a variable before being compared to other variables. Each question that relays a commonality will also be evaluated to measure the strength

of the nature of the relationship among the respondents to autism in order to find the influence it has on motivating this employment within the work place.

Question number one will be analyzed via frequency in order to make the task of comparing a simpler and efficient one. Question number two will be similar in order to stay away from any subjective opinion. This one will be measured with frequency and the exact amount of organizations that fall among the categories. For the last question of the first section, there will be different factors taken into consideration; due to the fact that it is open ended the data can be used in many ways. For this question we will identify the minimum amount, the maximum amount, the mean, median and range.

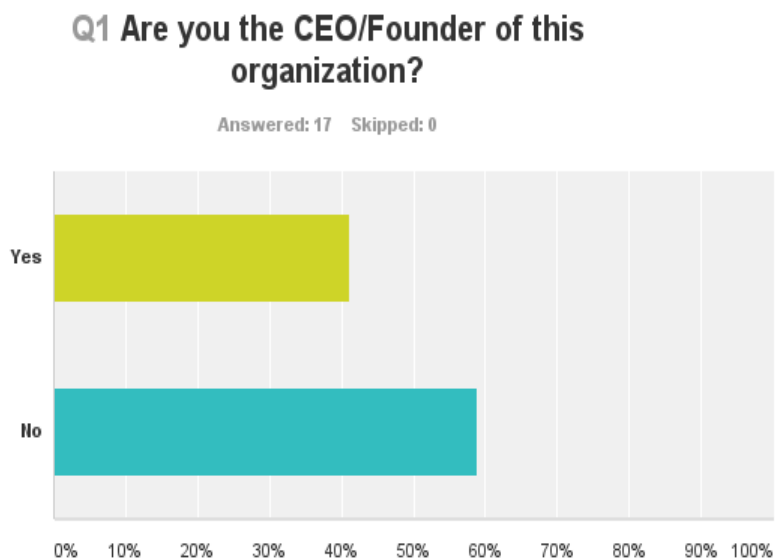
The answers to the next set of questions are interdependent. Questions number four, five and six will be analyzed with frequency. This is done to compare it with the previous set of questions and the demographics as well. The last section of questions all pertain to demographics. The responses to these questions will all be analyzed using frequencies except for question number eight; the age question. Question number eight is open ended, will be evaluated by identifying the minimum age, the maximum age, the mean, median and range in order to properly compare the data collected.

Chapter 4

Findings

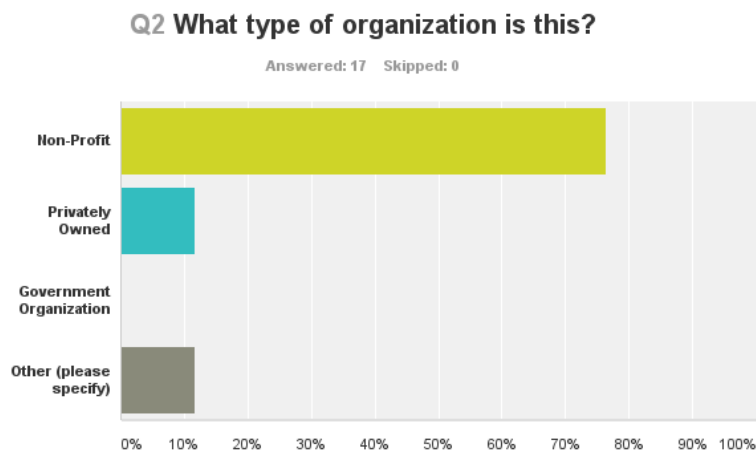
Among the sample, representing employers who engage with adults on the spectrum the following results were found. The results displayed in Figure 1 Graph 1 below state that of the 17 respondents 41.18% of them were founders/ CEO's of their respective organizations. However, 58.82% were not. Of that majority percentage of respondents who were not founders two identified as managers, three identified as directors, one was a program supervisor, one was a co-founder, one was a director of communications and two left themselves unidentified in the follow up.

Figure 1 Graph 1



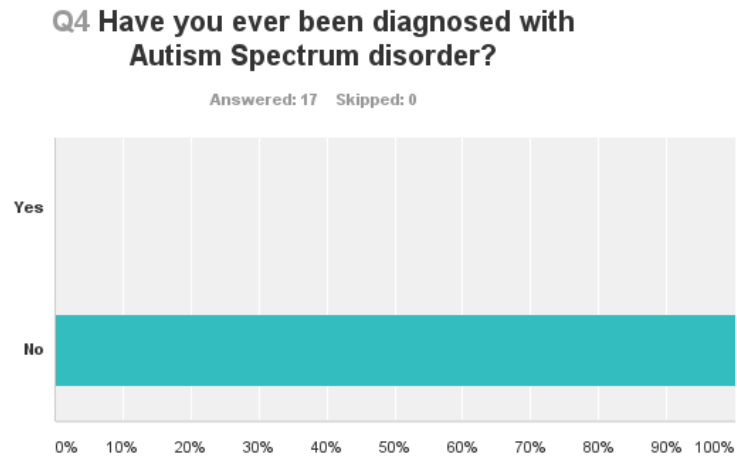
When defining the type of organization Figure 2 Graph 2 below shows the options given to define the type of organization. Of the options given 76.47% of them were Non-Profit, 11.76% of them were privately owned business and 11.76% of them were categorized as other. Both respondents who considered their organization to be *Other* stated that their organizations as social enterprise hybrids with both a for-profit and not-for-profit arm.

Figure 2 Graph 2



The third question within the survey was open ended. The maximum number of employees among the seventeen answers was five hundred. The minimum number within this sample was two. This vast range in the numbers collected could have been a limitation in the data when finding the average amount because the variety of answers was very large. The median number was forty two and the average employees was rounded up to seventy three. This was the last question within the first set of questions.

Figure 3 Graph 4



On question four, one very interesting finding was the fact that within the entire set of respondents including both founders, non-founders and ranging from profit to non-profit, there was absolutely no respondent that was previously diagnosed with ASD; please review Figure 3 Graph 4 above. Findings reflected in Figure 4 Graph 5 and Figure 5 Graph 6 will be explained together below.

Figure 4 Graph 5

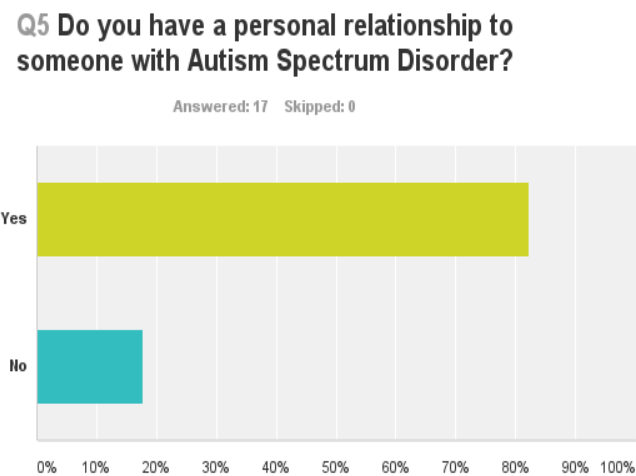


Figure 5 Graph 6

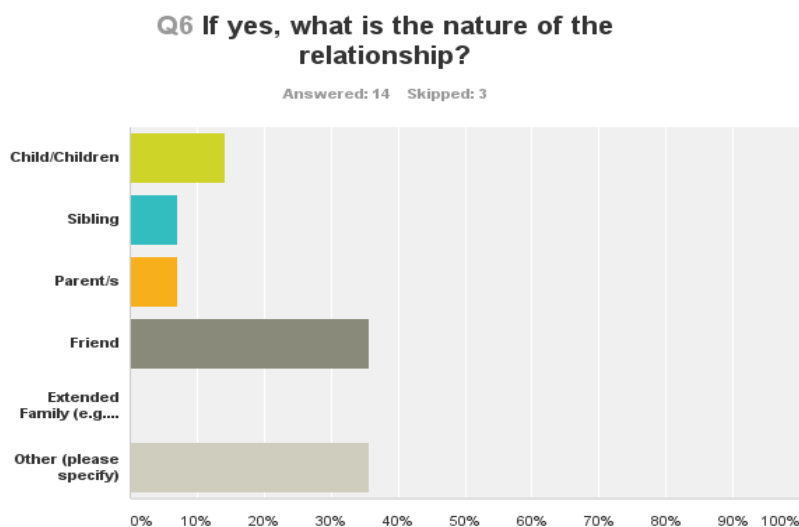
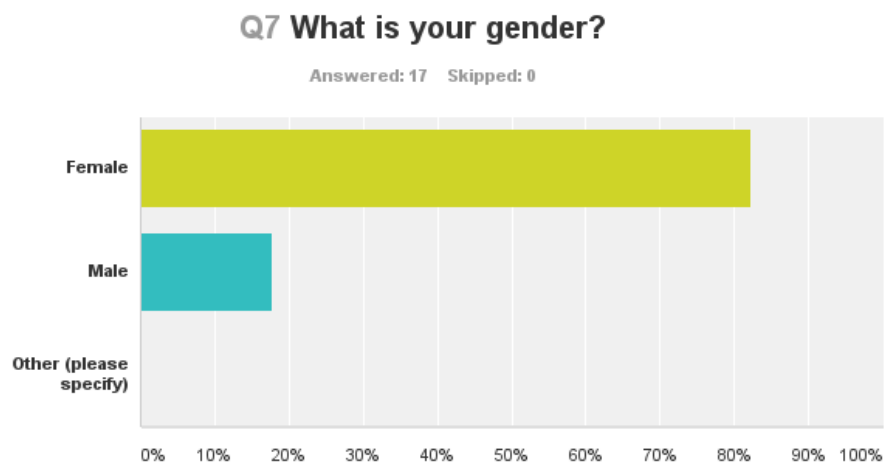


Figure 4 Graph 5 shown above represents question number five asking if the respondent has ever had a previous personal relationship with any person diagnosed with autism. Figure 5 Graph 6 shown above, conveys the follow up question and was not necessary to answer if the answer to question number five was “no”. For those who responded “yes” to the previous question, Figure 5 Graph 6 defines the nature of the relationship to the person with autism. These two were purposefully placed together. They play an interdependent role in identifying a critical variable within the research. Of the sample, 82.35% of the respondents did have a personal relationship with someone on the spectrum. This left those 14 respondents to answer the follow up. The nature of the relationship is categorized based on the nature of the relation and the first three options (Child/children, Sibling, and Parent) are the strongest ones. 28.57% which translates to four of the fourteen respondents who had a personal relationship had the strongest

relationship; 35.71% stated their relations to autism was with through a friend(s); 35.71% stated their relations as “Other” and described it as an employee/employer relation.

The last section of questions are based on demographics. There was a majority of female respondents taking the survey: 82.35% were female and 17.65% were male. These numbers are shown below in Figure 6 Graph 7.

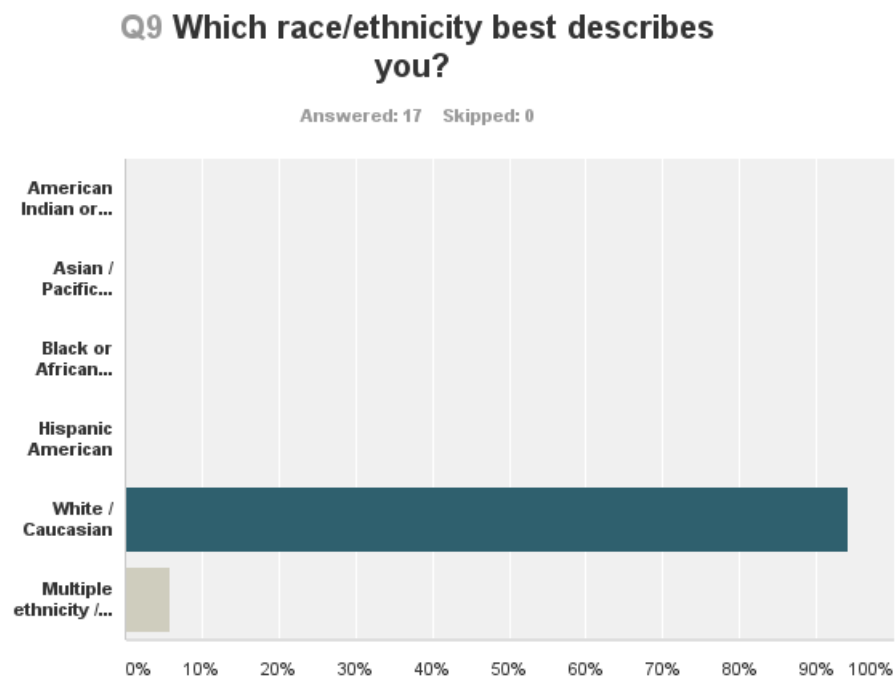
Figure 6 Graph 7



The following question asked for the respondent's age. Please note that the survey was anonymous and this question was not mandatory. It was an open-ended answer option. The answers are analyzed in a quantitative manner. The oldest respondent and therefore maximum age in this bracket was seventy-two and the youngest respondent was twenty four. The range in age is forty-eight the median age was forty two. The average of all the ages was rounded down to forty five. Here, we see the predominant age group in this field is well within the forty's.

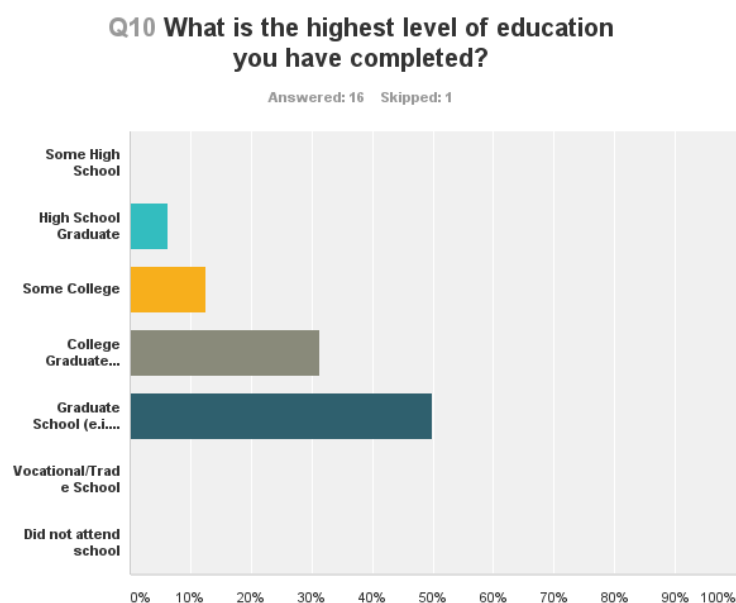
There was an overwhelming majority of the respondents who identified as White/Caucasian (94.12%). There was one respondent who identified as having multiple ethnicity/other and responded to being “Afro-Caribbean Asian”. This one person was 5.88% of the collected responses. There was absolutely no one who identified as American Indian or Alaskan Native, Asian/Pacific Islander, Black or African American, or Hispanic American. These numbers are shown right below in Figure 7 Graph 9.

Figure 7 Graph 9



The very last question was the level of education of each respondent. It is imperative to analyze the correlation among this group. Split in exactly 50% of the answers, half of the respondents have done graduate school programs and this includes PhD, JD, MD and Masters Programs. The other half of responses is split among lower levels of education. Figure 8 Graph 10 below shows us how 31.25% of respondents were college graduates, 12.5% had some type of college experience or semesters and 6.25% of them were high school graduates.

Figure 8 Graph 10



This is the overall summary of the findings. However, I do want to state that there is limitations to the data I have collected due to the lack of evaluation of the broader population. This was an intentional approach in order to view those already involved in autism employment in order to measure the degree to which the personal relationship and its nature influences this group.

Chapter 5

Discussion

Now that results have been evaluated individually, we can use the data to discuss the comparisons of the influential factors and how the nature of relationship contributes to autism employment in the workplace. The data was sorted on an excel spread sheet in order to find the commonalities.

For question one, six of the seven respondents, equivalent to about 85%, identified as founders of the organization had a personal relationship with someone diagnosed with ASD. Of these six respondents, three of them (about 33%) described the nature of the relationship to be the strongest; this includes a child, a parent and a sibling. Of the 58.82% respondents that did not identify as the founders, eight of the ten of them had a personal relationship with someone on the spectrum. Of this 80% or 8 respondents that did have a relationship with someone with autism only 25 %, equivalent to one respondent, had the strongest relationship being the “child”. With this being said, founders/CEO’s have a higher likelihood of having a relationship with someone diagnosed with autism and this can be a common factor that motivates in employing adults with ASD.

Now let’s take a look at gender and the level of authority within the organization. There are seven respondents who identified as founders/CEO’s, six of them identified as female. This is equivalent to about 85%; of this percentage of females who are the founders of their organizations, five of them, equivalent to about an 83% of the female founders/CEO’s had previous personal relationships with someone with ASD. On the other hand, of the seven

founders only one of them was a male (which is about 14%) and this one male had a personal relationship with someone on the spectrum. Based on those statistics alone we can assume that the field is predominantly made up of women; *however*, the strength of relationship is more effective on the male population. The only male founder also had a previous personal relationship with someone diagnosed with ASD. We find this to be a highly influential motivator and it may be more prevalent within the minority male population.

For those ten respondents who are not founders of their respective organizations, eight of them (80%) were female and two of them (20%) were male. Of the 80% who were female 6 of 8 of them which is about 75% of them had personal relationships with someone diagnosed with ASD. Once again both the males in this category, meaning 100% of the 20% non-founding males had a personal relationship with someone on the spectrum. This is interesting to analyze because although it is a prominently female oriented field to work in, the male population is more influenced by the relationships.

One important note is that although the strength of the nature of the relationship influences the decision of many to work with employees who have autism, this factor may not be as highly influential as just having that encounter and relationship with someone who has ASD. Fourteen respondents, 82.35%, had some form of interaction previously or relationship with someone diagnosed with ASD. Of these only four, 28.57% of them were categorized as the strongest form of relationship [parent; sibling; child]. Nonetheless, all 14 of them being founders or not engage in daily activities with those who are on the spectrum therefore, we can state that having a previous relation with someone diagnosed with ASD is one of the common factors among this sample.

Neuro-diverse work environments are essential in order to continue growing and use the talent that this group has to offer. It is important to include mental disability and understand what it means when speaking of diversity and inclusive workplaces. Some of the overall commonalities among this group of managers who already employ adults diagnosed with autism can be seen as motivational factors that promote neuro-diversity. Among the seventeen respondents there was an overwhelming (94.12%) of the respondents who identified as “White/Caucasian”. There was only one respondent who identified as a multi-cultural and chose the option of “Multiple Ethnicity/Other” stating that he/she identified as an “*Afro-Caribbean Asian*”. Why is there is a lack of other ethnicities and races who employ adults with autism? A majority of the respondents come from geographically dispersed states in the country therefore, there should not be this cultural gap within this field. If so, this is something that can be improved upon in order to increase ASD employment.

A majority of the respondents who took the survey identified as female. There was fourteen, (82.35%) female respondents and three, (17.65%) male respondents. This raises the concern in regards to the lack of the male population who may not feel the need to include adults with ASD in the workplace. Do females mainly take the initiative to include employees with ASD? As far as the results of this survey show, yes they do.

Similar to the results above, another common factor among this group of respondents who already employ adults with autism is the fact that a majority of them had previous encounters and relations with people diagnosed with ASD. There was fourteen respondents (82.35%) who answered *yes* to having a personal relationship to someone with ASD and three, respondents (17.65%) who answered *no* to having a personal relationship to someone with ASD. The research conducted demonstrates just how significant this factor is. There is a strong positive

correlation with those who had previous relations to someone diagnosed with ASD to those who are heavily involved in this field.

Now the last commonality that should be touched upon is the factor of education. One very interesting note is that 50% of this sample had attended graduate school and/or had a higher degree. Absolutely no one had less than a high school degree. Education is an established factor among this group of managers who hire adults on the spectrum. Is it okay to assume that higher education increases awareness? Based on the results, the higher the level of education the more likely the manager is to work in this field. This can be referred back to Figure 8 Graph 10 under the findings section.

Chapter 6

Conclusion

A survey was constructed and attached to an email that was sent to forty five organizations who are already working with and employing adults diagnosed with ASD. After allowing a time frame of about three months, a sample of seventeen responses were collected and exported. Using frequencies, means, medians and different forms of analyzing I laid out the results and discussed what was found.

Originally, I was gearing toward finding commonalities and common factors among this group who already engages with employees diagnosed with ASD in order to find their motivation. From then on I wanted to measure the level of significance and influence in having a relationship with someone diagnosed with ASD. Does the relationship correlate at all in motivating autism employment? Yes. We found that a majority of the respondents did indeed have previous relationships with someone who was diagnosed with ASD. However, the nature of the relationship played a minimal role in motivating factors; the relationship and previous interaction itself was enough for this group of respondents. Another point to highlight is that although the male population was the minority population within the research, the relationship they previously had was more likely gear them to working with adults diagnosed with ASD. I do want to reiterate the limitations to the data collected. There was an inability to compare different groups of managers and organizations who do not employ adults on the spectrum however, the original purpose of this research was to focus on those who already employ adults with ASD.

Overall, I hope to have answered some of the questions asked in the introduction portion of this thesis. Many of the overall motivating factors that these managers share are very demographical and relation based commonalities. A majority of the respondents identified as “White/Caucasian”, “Female”, and a had previous relations with someone diagnosed with ASD as well as a higher education under their belt.

These factors can be motivating commonalities among this group. Neuro-diverse work environments are essential in order to provide opportunity for growth and equal employment for adults with ASD. Although, a singular thesis may not solve the issue that the American with Disabilities Act of 1990 has been trying to intervene in for twenty five years, it can help raise awareness of the issues and share the success stories of those who already employ adults with ASD. The main purpose is to help reduce the statistics released by a CBS news report in 2014 and raise awareness that 85% of all adults diagnosed with ASD will live underemployed or unemployed. It is imperative to take action and provide these adults diagnosed with ASD the same opportunities the respondents mentioned in this thesis have.

Appendix A

E-mail Sent

Good Evening,

My name is Priscilla Ortiz-Acevedo and I am a senior at the Pennsylvania State University majoring in Business Management and Political Science. As part of a larger research initiative on the experiences of autistic employees at work, I am currently working on my honors thesis on the topic of “Neuro Diverse Work Environments.” I am reaching out to you because of your pioneering role in integrating autistic individuals into the world of work. My preliminary research in this area shows that your organization is among the leaders in this field and your participation in a very brief survey will greatly help complete my study. At the bottom of this e-mail you will find a link that leads to a very short survey that aims at identifying the motivations and skills that leaders, such as yourself, possess in order to successfully run a Neuro Diverse work place. It would be greatly appreciated if you would take five minutes of your time to answer this survey.

Your responses will remain confidential and any data will be shared only in aggregate terms and for academic purposes only. Company names or employees will not be disclosed in any reports. *This study was approved by Penn State Office for Research Protections on 3/20/2014 (IRB #45398.) If you have any questions regarding your rights as a subject in this study you may contact the Office for Research Protection at (814)865-1775 or access their website at www.research.psu.edu.* Should you have any questions regarding my intentions on this thesis research please feel free to contact me at pwo5034@psu.edu. Thank you in advance for your support to the autism community.

Here is the link: <https://www.surveymonkey.com/s/Z9MKK9M>

Kind Regards,

Priscilla Ortiz

Appendix B

Survey

Penn State University-Autism and Employment Research

1. Are you the CEO/Founder of this organization?

Are you the CEO/Founder of this organization?

Yes

No

If not, what position do you hold?

2. What type of organization is this?

What type of organization is this? Non-Profit

Privately Owned

Government Organization

Other (please specify)

3. How many employees are working in this organization?

How many employees are working in this organization?

4. Have you ever been diagnosed with Autism Spectrum disorder?

Have you ever been diagnosed with Autism Spectrum disorder? Yes

No

If yes, please note diagnosis:

5. Do you have a personal relationship to someone with Autism Spectrum Disorder?

Do you have a personal relationship to someone with Autism Spectrum Disorder?

Yes

No

6. If yes, what is the nature of the relationship?

If yes, what is the nature of the relationship? Child/Children

Sibling

Parent/s

Friend

Extended Family (e.g. cousin, aunt, uncle)

Other (please specify)

7. What is your gender?

What is your gender? Female

Male

Other (please specify)

8. What is your age?

What is your age?

9. Which race/ethnicity best describes you?

Which race/ethnicity best describes you? American Indian or Alaskan Native

Asian / Pacific Islander

Black or African American

Hispanic American

White / Caucasian

Multiple ethnicity / Other (please specify)

10. What is the highest level of education you have completed?

What is the highest level of education you have completed? Some High School

- High School Graduate
- Some College
- College Graduate (Undergraduate)
- Graduate School (i.e. Masters Programs, PhD, JD, MD)
- Vocational/Trade School
- Did not attend school

Other (please specify)

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Academic Vita
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EDUCATION

The Pennsylvania State University , Smeal College of Business Bachelor of Science Degree in Business Management Minor in Political Science and International Business Schreyer Honors College Scholar	University Park, PA Class of May 2015
Hochschule Pforzheim University , Business School Completed the International Business Minor	Pforzheim, Germany Summer 2014

PROFESSIONAL EXPERIENCE

The Pennsylvania State University- Smeal College of Business Teaching Assistant <ul style="list-style-type: none">• Business Ethics, Social Responsibility, Sustainability and Diversity teaching assistant• Periodically in charge of leading auditorium class discussions for the 1,300 students• Held weekly office hours coaching students, proctored exams and graded case study assignments	January 2014-Present University Park, PA
Kings Creek Village Association Summer Intern <ul style="list-style-type: none">• Managed budget for a property management company with 200 homeowners and 3,000 rentals• Served as a liaison between management company, board of directors and homeowners	May 2013-August 2013 Miami, FL
Express Sales Lead and Head Cashier <ul style="list-style-type: none">• Analyzed and interpreted weekly and annual plans to increase sales volume through store layout• Supervised 10 full time and part time employees as a seasonal manager during the high season	March 2010-May 2013 Miami /Harrisburg
The Pennsylvania State University - Russell E. Horn Sr. Learning Center Spanish Peer Tutor , <i>College Reading and Learning Association (CRLA) Certification</i> <ul style="list-style-type: none">• Educated students on methods that would enhance their abilities to speak, write & read in Spanish	Sept. 2012-May 2013 Harrisburg, PA
The Winter Group Public Affairs Intern <ul style="list-style-type: none">• Performed data collection and analysis regarding environmental and public service issues• Researched and organized meetings and presentations for up to 250 stakeholders• Interacted with Pennsylvania State Senators and Representatives working in the Capitol Building	Sept. 2012- Dec. 2012 Harrisburg, PA

LEADERSHIP EXPERIENCE

Mortar Board National College Senior Honor Society, General Service Chair	University Park, PA
Lion Ambassadors, Penn State Student Alumni Corps	University Park, PA
BP-Discovery Days Leadership Forum	Houston, TX
Liberty Mutual Insurance, Human Resources Student Extern	Boston, MA
Schreyer Honors College Career Development Mentor/ Smeal Leadership Mentor	University Park, PA
Council of Commonwealth Student Governments- Programming Director	University Park, PA
Penn State IFC/PanHellenic Dance Marathon- Rules and Regulations Liaison Chair	University Park, PA
Blue and White Alumni Society- Community Service and Fundraising Chair	Harrisburg, PA
SUNY Buffalo Law School, Pre-Law Scholar	Buffalo, NY

AWARDS & ACCOMPLISHMENTS

John M. and Anne B. Stevens Smeal Senior Award for Academic Integrity	2015
Indiana University National Diversity Case Competition, Finalist	2015
Golden Key International Honour Society	2013-2014
Buick National Achievers Scholarship (25,000 U.S.D Annual Award)	2012-2015
Florida House of Representatives District 118 Rep. Frank Artiles Award Letter	2013
Certified State of Florida Notary	2013