From:	Michael Rogers [(b)(6)]
Sent:	Tuesday, February 28, 2012 10:04 AM
To:	FOIA Resource
Subject:	Freedom of Information Action (FOIA) Request

Dear FOIA Officer:

I am a Graduate student completing a dissertation regarding the recruiting and hiring practices of the Federal government. In particular, I am researching the perception of fairness in rejection under delegated examining. Under the President's Hiring Reform initiative and under OPM's promise to applicants, all Title 5 agencies are to notify applicants of their status as significant changes to their application status occurs. While delegated examining does not stipulate the method of notification, the President's memorandum requires these agencies to make this notice through USAJOBS. I am requesting any and all information regarding the method of how your agency notifies applicants that they have been rejected from employment (such as in writing, in person, through an electronic means (a dashboard)). I am also requesting the complete list and content of application status emails that are sent to applicants when their application status change occurs, and any metric information your office may be able to provide of when this occurs.

If your agency has a standard operating procedure that demonstrates at which points in the hiring process rejected applicants are notified, and how, this would be valuable information for my research. It is my hope that by analyzing this information supported by academic research and primary research that I will perform, that these tools can either be validated as the best possible method by which to communicate rejection to applicants and/or to suppose/recommend improvements towards extending the concept of talent management beyond the current Federal employee group to the talent that will be needed in the future.

This information or other response to this request can be sent to the following email address:

(b)(6)

I really appreciate any help you may provide in obtaining this information,

Michael Rogers PHR

Graduate Student, (b)(6)
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Michael Rogers
(b)(6)