

# Diversity Matters

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**Compliance Corner**

## THE REAUTHORIZATION OF THE VIOLENCE AGAINST WOMEN ACT

**Did You Know?**

In January, the Office of Equity and Diversity sponsored a webinar that focused on the reauthorization of the Violence Against Women Act (VAWA), which is federal legislation that is in place to improve responses to domestic violence, dating violence, sexual assault and stalking in the United States. The reauthorization of VAWA has many implications for higher education institutions with regard to the Campus SaVE Act (SEC. 304 of the VAWA Reauthorization Act of 2013). Moreover, there are requirements that UTHSC provide educational programs on sexual violence that were recommended in the 2011 Title IX Dear Colleague Letter.

OED will be replaying a webinar on VAWA in the Madison Plaza Conference (930 Madison Concourse) on March 13th and March 27th. You can register through the HR 128 Training portal (<http://uthsc.edu/hrtraining/>).

If you have any questions regarding procedures for handling or reporting sexual offenses, please visit the [Title IX webpage](#). Additional information can be found in the [Center Scope](#) on p. 101-105 for students and for employees in [HR Policy 0580](#).

The Office of Equity and Diversity  
910 Madison Ave., Suite 826 Memphis, TN 38163  
(901) 448-2112.



Don't forget to take advantage of the free lectures on RACE ([www.memphismuseums.org/mu-event\\_program-15900/](http://www.memphismuseums.org/mu-event_program-15900/)) that will be held at the Pink Palace Museum of Memphis in February, March and April.

- Thursday, March 6, 2014 • 5-7PM**  
*Mid-South Racial Future: A Latino Perspective*
- Thursday, March 20, 2014 • 5-7PM**  
*The Last Segregated Hour: Remembering the Memphis Church Kneel-Ins*
- Sunday, March 30, 2014 • 2:30-5PM**  
*Race and Jews: Why One Has Nothing To Do With The Other*
- Thursday, April 3, 2014 • 5-7PM**  
*Beyond Race: The "Other"*
- Thursday, April 17, 2014 • 5-7PM**  
*Genetics, Race and Medicine*

## NOTE FROM THE ASST. VC AND DIRECTOR: WOMEN IN ADMINISTRATION AT UTHSC



As we celebrate Women's History Month at UTHSC in March, it is also an opportunity to acknowledge the diversity and leadership roles of women across campus. The accomplishments of all women at UTHSC are to be

lauded based on their being a part of the workforce and making contributions in the workplace. According to Bucher (2010), women will make up approximately 48 percent of the United States labor force based on employment projections for 2050.

In higher education institutions, women are found in the academic administrative ranks and central administrative offices holding executive and managerial titled positions and chief executive and managerial titled positions. Executive and Managerial and Chief Executive and Managerial fall under the EEO-1 category descriptions put forth by the U.S. Equal Employment Opportunity Commission (EEOC). To give you an idea of what that looks like the meanings are as follows:

- **Chief Executive and Managerial (i.e., executive/senior Level Officials and Managers):** Individuals that plan, direct and formulate policies, set strategy and provide the overall direction of enterprises/organizations for the development and delivery of products or services, within the parameters approved by boards of directors or other governing bodies. Reside in the highest levels of organizations, these executives plan, direct or coordinate activities with the support of subordinate executives and staff managers. They include, in larger organizations, those individuals within two reporting levels of the CEO. Examples of these kinds of managers are: chief executive officers, chief operating officers, chief financial officers, line of functional areas or operating groups, chief information officers, chief human resources officers, chief marketing officers, chief legal officers, management directors and managing partners.
- **Executive and Managerial (i.e., first/mid-level officials and managers):** Individuals who serve as managers, other than those who serve as

*executive/ senior level officials and managers, including those who oversee and direct the delivery of products, services or functions at group, regional or divisional levels of the organization. These managers receive directions from the executive/ senior level management and typically lead major business units. They implement policies, programs and directives of executive/senior management through subordinate managers and within the parameters set by executive/senior level management. Examples of these Kinds of managers are: vice presidents and directors, group, regional or divisional controllers; treasurers; human resources, information systems, marketing, and operations managers. The first/mid-level officials and managers sub-category also includes those who report directly to middle managers. These individuals serve at functional, line of business segment or branch levels and are responsible for directing and executing the day-to-day operational objectives of officials and managers to subordinate personnel and, in some instances, directly supervising the activities of exempt and non-exempt personnel. Examples of these kinds of managers are: first-line managers; team managers; unit managers; operations and production managers; branch managers; administrative services managers; purchasing and transportation managers; storage and distribution managers; call center or customer service managers; technical support managers; and brand or product managers.*

Women in higher education and other organizations have also endured a problem known as the "glass ceiling" in education, government agencies, and corporate organizations. The "glass ceiling" refers to artificial barriers that keep women from reaching upper-level management positions in public and private sector organizations. Since this piece is about women, gender is considered to be a primary dimension of diversity. More importantly, the women in upper-level management positions at UTHSC demonstrate qualities of know-how, problem solving, accountability and leadership. Moreover, the changing nature of work and changing social roles of women are also warranted considerations as it relates to the value of a diverse

workforce and workplace.

UTHSC has demonstrated its commitment to women in the workplace through the following appointments for administrative and academic titled positions:

### **Chief Executive and Managerial**

Cheryl Scheid, PhD  
Pam Vaughn, BS  
Cindy Russell, PhD  
Alicia Dorsey, PhD  
Debbie Smith, EdD  
Sonya Smith, JD, EdD  
Chandra Alston, MBA  
Melanie Burlison, MS  
Sheila Champlin, MA  
Bethany Goolsby, JD  
Margaret Hartig, PhD, FNP-BC, APN

### **Executive and Managerial**

Noma Anderson, PhD  
Marie Chisholm-Burns, PharmD, MPH,  
Laura Talbot, PhD, EdD, RN  
Stephanie Phelps, PharmD  
Audrey Zucker-Levin, PhD  
Rebecca Reynolds, EdD  
Polly Hofmann, PhD  
Owen Phillips, MD  
Patty Cowan, PhD, RN  
Wendy Likes, PhD, DNSc  
Tommie Norris, DNS, RN  
Monica Jablonski, PhD  
Debbie Byrd, PharmD, BCPS  
Amy Paganelli, CPA, MBA, CGFM  
Susan Brewer, MD  
Susan Senogles, PhD  
Renate Rosenthal, PhD  
Vicki Bass, CPA

The list above is not comprehensive because it only addresses women in the titled administrative positions of vice chancellor, associate vice chancellor, assistant vice chancellor, dean, associate dean and assistant dean but more important it covers all central administrative units and five colleges. There are also women holding academic chair positions and director titled positions within all of UTHSC's colleges and administrative units.

A great resource that enables you to learn more about the aspirations and diverse perspectives of women is to check out the book titled *Lean In* by Sheryl Sandberg and by visiting the website (<http://leanin.org/>). In conclusion, the Office of Equity and Diversity thanks all the women in administrative positions for their, individual and collective, commitment and effort in making UTHSC a better institution.

## NATIONAL WOMEN'S HISTORY MONTH

### *Celebrating Women of Character, Courage & Commitment*

Women's History Month is an annual declared month worldwide that highlights contributions of women to events in history and contemporary society. The month of March has been set aside in the United Kingdom and in the United States. In India, this month is celebrated in October and corresponds with the celebration of Persons Day, which is October 18.

The event traces its beginnings back to the first International Women's Day in

1911. In 1978, the school district of Sonoma, California, participated in Women's History Week, an event designed around the week of March 8 (International Women's Day). In 1987 Congress expanded the focus to a whole month. Soon, other state departments of education began to encourage celebrations of National Women's History Month as a way to promote equality among the sexes in the classroom.

View the link for more information on  
[OED Monthly Events](#)

## KNOW YOUR RIGHTS!

Some of the laws administered by the Department of Labor (DOL) require that employers post certain notices in their workplaces in order to ensure their employees have access to information about their rights. As a result, the Office of Equity and Diversity (OED) has provided several links for electronic copies of the required federal and state posters and some of the posters are available in languages other than English. Institutional compliance is a requirement because UTHSC is recognized as being a federal contractor.

The required federal and state workplace posters can be accessed for printing at <http://www.uthsc.edu/oed/wpposters.php>.

**ARE YOUR  
JOBSITE  
POSTERS  
COMPLIANT  
WITH FEDERAL  
AND STATE LAW?**



## GOLDEN TICKET

*15% DISCOUNT*

The Germantown Performance Arts Center (GPAC) is offering a 15% discount to UTHSC students, faculty, staff, residents and postdocs by using a special code created for UTHSC, when purchasing tickets online ([www.gpacweb.com](http://www.gpacweb.com)) or when calling the box office at 901-751-7500. **UTHSC's promotional code is UT15.** GPAC has some exciting programming throughout the that should encourage a pluralistic view because music, art, and drama enables access to everyone.

## ADMINISTRATIVE PROFESSIONALS DAY



Administrative Professionals Day and Administrative Professionals Week (April 20-26) are typically observed by businesses and organizations in the United States and other countries throughout the world. On April 23, 2014 (UT Celebrates Admins), let's all take time to say "Thank you for all that you do," by acknowledging and showing appreciation to the diverse contributions of each administrative professional at UTHSC, as they assist with enabling winning situations through shared ideas, requisite skills, positive interactions and commitment.

*Please direct all questions regarding a scheduled event to Human Recourses.*

## EQUITY & DIVERSITY TRAINING CLASSES

Sign up on the HR 128 [Training Calendar](#)

### March

What? Reasonable Accommodations

When? March 12, 2014, 10:00 am-11:00 am;

March 26, 2014 2:00pm-3:00pm

Where? 930 Madison Plaza C-1

Who? Facilitated by Marian Harris



### April

What? Understanding Safe Zone

When? April 9, 2014 10:00 am-12:00 pm;

April 23, 2014 2:00pm-4:00pm

Where? 930 Madison Plaza C-1

Who? Facilitated by Marian Harris

## 2014 RELIGIOUS HOLIDAYS

<http://faithinmemphis.com>

### APRIL

April 8 Rami Navami (Hindu)  
 April 11 Chandramana Yugadi (Hindu)  
 April 12 Lazarus Saturday (Eastern Orthodox Christian)  
 April 13 Palm Sunday  
 (Christian/Eastern Orthodox Christian)  
 April 13 Mahavir Jayanti (Jain)  
 April 14 Baisakhi (Sikh)  
 April 14 Vaisakhi (Sikh)  
 April 14 Passover (Philadelphia Church of God)  
 April 14 \* Souramana Yugadi (Hindu)  
 April 15 First Day of Unleavened Bread  
 (Church of God)  
 April 15 Lord's Evening Meal  
 (Christian, Jehovah's Witness)  
 April 15 Hanuman Jayanti (Hindu)  
 April 15-21 Days of Unleavened Bread  
 (Philadelphia Church of God)  
 April 15-22 Pesach (Jewish)  
 April 17 Holy Thursday  
 (Christian, Eastern Orthodox Christian)  
 April 18 Holy Friday (Eastern Orthodox Christian)  
 April 18 Good Friday (Christian)  
 April 20 Easter (Christian)  
 April 20 Pascha (Eastern Orthodox Christian)  
 April 21 Last Day of Unleavened Bread  
 (Church of God)  
 April 21 Easter Monday (Christian)  
 April 21 First Day of Ridvan (Baha'i)  
 April 25 The 11th Panchen Lama's Birthday (Buddhist)  
 April 29 Ninth Day of Ridvan (Baha'i)

### M A R C H

March 3 Ramakrishna Jayanti (Hindu)  
 March 3 Clean Monday  
 (Eastern Orthodox Christian)  
 March 4 Shrove Tuesday (Christian)  
 March 5 Ash Wednesday (Christian)  
 March 13 L. Ron Hubbard's Birthday  
 (Church of Scientology)  
 March 16 Purim (Jewish)  
 March 17\* Hola Mohalla (Sikh)  
 March 17 Holi (Hindu)  
 March 17 Feast of Saint Patrick  
 (Eastern Orthodox Christian)  
 March 20 Ostara (Wicca)  
 March 21 Narouz (Zoroastrian)  
 March 21 Naw Ruz (Baha'i)  
 March 25 The Annunciation/The Annunciation of the Virgin  
 Mary (Eastern Orthodox Christian; Christian)  
 March 28 Khordad Sal (Zoroastrian)

All qualified applicants will receive equal consideration for employment and admissions without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, or covered veteran status.

Eligibility and other terms and conditions of employment benefits at The University of Tennessee are governed by laws and regulations of the State of Tennessee, and this non-discrimination statement is intended to be consistent with those laws and regulations.

In accordance with the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, The University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and this policy extends to employment by the University.

Inquiries and charges of violation of Title VI (race, color, national origin), Title IX (sex), Section 504 (disability), ADA (disability), Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity (OED), 920 Madison Avenue, Suite 420, Memphis, Tennessee 38163, telephone 901-448-7382 (V/TTY available). Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.

### Office of Equity & Diversity

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