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!

Don’t forget to take advantage of the free lectures on RACE (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
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 the 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 titles. Chief Executive and Managerial positions include: chief executive officers, chief operating officers, chief financial officers, chief marketing officers, chief line managers, team 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 titles:

**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 importantly 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 Sandburg 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

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**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](http://www.uthsc.edu/oed/wpposters.php).
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) or when calling the box office at 901-751-7500. UTHSC's promotional code is UT15. GPAC has some exciting programming throughout the year 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 Resources.

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
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 (TTY available).

Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.