

Diversity Matters

OED Team

Amber Carter,
Communications
& Marketing
Publications Editor

Michael Alston,
OED Asst. Vice
Chancellor & Director

Dustin Fulton,
OED Ethics
Compliance
Specialist

Marian Harris,
OED Diversity &
Inclusion
Coordinator

Denise Steverson,
OED Administrative
Secretary

Tanya Biscardi
HCP Coordinator

Kamaria Robinson
TIP Coordinator

[http://uthsc.edu/
oed/staff.php](http://uthsc.edu/oed/staff.php)

NATIONAL BLACK HISTORY MONTH

National Black History Month (BHM) in February celebrates the contributions that African-Americans have made to American history in their struggles for freedom and equality. The annual celebration deepens our understanding of the African Diaspora and of our Nation's history.

In 1986 Congress passed [Public Law 99-244](#) which designated February 1986 as "National Black (Afro-American) History Month." This law noted that February 1, 1986 would "mark the beginning of the sixtieth annual public and private salute to Black History." The law further called upon the President to issue a proclamation urging the people of the United States to observe February 1986 as Black History Month with the appropriate ceremonies and activities.

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

FEBRUARY MONTHLY EVENTS

PLAY
Hattiloo Theater
February 5, 2014
12:30 ~ 1:30
SAC Auditorium

HEALTH DISPARITIES
Speaker: Renee' Frazier
Healthy Memphis Common Table
February 12, 2014
12:00 ~ 1:00 pm
GEB A102

MUSICAL CELEBRATION
Havenview Middle School
February 19, 2014
11:30 ~ 12:30 pm
SAC Dining Hall

BLACK HERITAGE CONCERT
Sherwood Middle School
February 26, 2014
11:30 ~ 12:30 pm
SAC Dining Hall

BSA AWARDS BANQUET
Speaker: Dr. Christina Rosenthal
February 21, 2014
6:00 pm
SAC Dining Hall

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BREAKING NEWS!!



Dustin Fulton
OED-Ethics Compliance Specialist

The Office of Equity and Diversity (OED) would like to welcome Dustin Fulton to our department as the **new** Ethics Compliance Specialist at the University of Tennessee Health Science Center (UTHSC). A native of Memphis, Tennessee, Dustin Fulton is a graduate of Central High School. He is an alumnus of The University of Tennessee at Knoxville, and is currently pursuing a Master's degree in Leadership and Policy Studies at the University of Memphis.

Within the Office of Equity and Diversity, his duties primarily include non-academic student conduct administration, training to the university community, and conducting investigations. He provides direction in the evaluation of discrimination or harassment claims of varying degrees relevant to Title VI, Title VII, and Title IX amendments.

Additionally, Dustin assists in reviewing and auditing faculty and executive administrative search processes to ensure compliance with EEO/AA laws and guidelines, UT policies and procedures, and federal requirements.

2014 HEALTHCARE DIVERSITY FORUM

The [2014 Healthcare Diversity Forum/Summit](#) is a half-day southern regional conference for healthcare business, workforce and community leaders to discuss trends and resources impacting healthcare workforce diversity. The conference will collaboratively support the interests of healthcare leaders advancing all aspects of quality healthcare delivery for emerging and underrepresented populations. The discussion will focus on resources available and the business value of healthcare workforce diversity.

Visit the [OED Monthly events page](#) for more information

ROI on Healthcare Workforce Diversity

The Council on Workforce Innovation
2014 HEALTHCARE DIVERSITY FORUM

Friday, March 7, 2014 - 7:30 am - 1:00 pm
Vanderbilt University, Student Life Center
Nashville, TN

With leading experts including:
Andre Churchwell, MD (Associate Dean for Diversity, Vanderbilt University),
Traci Nordberg, JD (Chief Human Resource Officer, Vanderbilt University),
Robert A. Frist, Jr. (CEO, HealthSystem), and
AC Wharton, Jr., JD (Mayor, City of Memphis)

HR POLICY CHANGES

Effective February 1, 2014 the following policy revisions will affect part-time employees.

HR0305 Annual Leave

- ◆ All regular employees hired on Feb. 1 and after must work 75 percent time or more, as is recorded in IRIS, to accrue annual leave.
- ◆ The rate at which regular employees accrue annual leave and carry it forward from year to year will be in proportion to their planned working time in IRIS.

HR0380 Sick Leave

- ◆ All regular employees hired on Feb. 1 and after must work 75 percent time or more, as is recorded in IRIS, to accrue sick leave.
- ◆ The rate at which these employees accrue sick leave will be in proportion to their planned working time in IRIS.

HR0320 Administrative Closings, HR0350 Holidays, HR0373 Personal Leave & HR0340 Funeral and Bereavement Leave

- ◆ All regular part-time employees (both current and new hires) will be compensated for scheduled administrative closings, holidays, personal days and funeral and bereavement leave in proportion to their planned working time in IRIS.

HR0105 Employment Status & HR0375 Retirement Plans

- ◆ The term employee category will be eliminated, and the definition for temporary employment will be redefined to encompass positions expected to be less than 12 months in duration. Employees in term appointments either already have been transitioned or work to do so is in progress.

Please direct all questions regarding this change to Human Recourses.



Dr. Christina Faulkner-Rosenthal

For ticket information please contact Special Events at 901-448-5618

BLACK STUDENT ASSOCIATION (BSA) AWARD BANQUET SPEAKER

Dr. Christina T. Rosenthal is a graduate of The University of Tennessee, Memphis College of Dentistry. A native Memphian, she graduated valedictorian from Northside High School. She continued her studies at The University of Memphis, where she graduated magna cum laude.

During her years at The University of Memphis, she served as a student ambassador for the school, president of her sorority, and president of The Minority Pre-Health Association. She received several awards including the All-American Scholar Award, Who's Who Among Students in American Colleges and Universities, and the Dr. Martin Luther King, Jr. Humanitarian Award. Her versatility in excelling both in and out of the

classroom was evident as she continued on to professional school.

At The University of Tennessee, Memphis College of Dentistry, she was president of The Student National Dental Association, inducted into the IMHOTEP Leadership Society, and served as the student representative for the admissions committee for the College of Dentistry. She was heavily involved in research and as a result, was chosen to represent the school at various meetings throughout the country. Upon graduation from dental school, Dr. Rosenthal became an associate at a local dental corporation. This experience solidified Dr. Rosenthal's belief that

she was ready to pursue a private practice venture. Notably, Dr. Rosenthal holds memberships in the American Dental Association, the Tennessee Dental Association, the National Dental Association, the Shelby County Dental Society, and Delta Sigma Theta Sorority, Inc.

In 2010, Dr. Rosenthal was one of twelve dentists in the nation selected to participate in the American Dental Association's Institute for Diversity in Leadership. She and her husband, Arthur, have three children, Arthur III, Artemus Yancey, and Artison Christof. In her spare time, she enjoys reading and traveling.

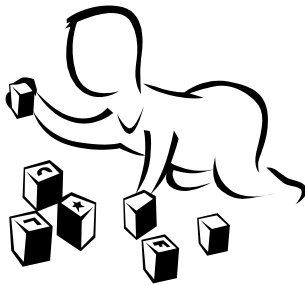
NOTE FROM THE ASST. VC AND DIRECTOR: CHILDREN AT WORK

In prior newsletters we have mentioned Loden and Rosener's (1991) descriptions of the two major dimensions of diversity: primary and secondary. You may recall that one's primary dimensions are not changeable, but one's secondary dimensions are changeable. As we practice managing the individual differences that each employee brings to the work environment, it often presents a challenge or puzzle. In managing people this may directly affect the success of managers/supervisors in being authorized to direct an employee's day-to-day work activities especially when the concern deals with family status or parental status in the workplace. In case you are wondering, family status and/or parental status is a secondary dimension in Loden and Rosener's model. Throughout the year the Office of Equity and Diversity receives questions about UT's policy addressing employees bringing his/her non-student minor children to the workplace. To clarify, the information seekers are typically asking if employees are allowed to bring their children (i.e., non-student; minor children) to the workplace. This is not to say that UTHSC does not value its employees and the importance of families as it relates to family status or parental status. Remember, family status and parental status is a secondary dimension that requires managing from time to time because of safety and liability concerns. The essential element is giving consideration to the total person, workplace policy and laws, and what is reasonable as an expectation when an employee brings his/her child to the workplace.

Across higher education institutions in the U.S. there are some in-common (i.e., universal) reasons as to when an employee's child can be on a college campus and they are as follows:

- a. Officially sponsored institutional programmatic activities for non-students and minor children with appropriate adult supervision.
- b. Brief visits, e.g., an employee brings his/her child, grandchild or other minor relative in to introduce that child to co-workers, provided the employee supervises the child(ren) at all times during the visit.

- c. Special occasions that are employer-sanctioned and at which attendance by children is encouraged. Special occasions should be coordinated with and approved by the employee's supervisor in consideration of other factors and satisfactorily addressing all factors. The employee's schedule for the special occasion should take the child's presence into consideration.



Several higher education institutions also mention areas where safety and/or confidentiality factors exist and that prior permission from an appropriate University authority must be obtained. Examples of such high-risk safety areas generally include, but are not limited to:

1. Power plants, shops, mechanical rooms, confined spaces, food preparation areas;
2. Any areas, indoors or out, containing power tools or machinery with exposed moving parts or rotating equipment
3. Areas with excessive noise, temperatures, inadequate ventilation or pollutants

More specifically, direct adult supervision of children was a stated requirement at all times in hazardous areas for several colleges and universities. While researching this topic OED also found that the [University of Memphis](#) has a formal policy addressing children on campus.

The answer is no, the University of Tennessee's policy does not directly address employees bringing his/her non-student minor children to the workplace but several UTHSC departments have been advised on guidelines applicable to bringing children to the workplace like the following:

- a. Employees must always obtain supervisory approval prior to bringing children into the workplace. Permission for incidental brief visits are typically not necessary depending on the culture of the department and supervisory expectations.
- b. Children are not to be brought to work on a regular basis in lieu of childcare.
- c. Visits could be for 30 minutes or less to not exceed 3 hours depending on the departmental culture and supervisory expectations.
- d. Children may be brought to work, only occasionally, for the convenience of the employee or due to a family emergency. A parent or guardian must provide supervision at all times. Children should not be left unattended or with other employees. Children should not interfere with workplace activities.

Remember the University of Tennessee offers different types of leave (i.e., annual; sick) to cover a variety of situations that may involve an employee's children or dependents. Moreover, the University of Tennessee System announced a [new safety policy](#) to protect minors participating in campus programs in December 2013. Managing variety of experiences and perspectives that arise from differences encourages us to effectively manage diversity within an organization. The secondary dimension of family status and/or parental status are an important aspect for managers/supervisors and employees to understand because this piece of the secondary dimension has the potential to affect performance, motivation, success, and interactions with others. This is why inclusive organizations are encouraged to consider the total person approach so that institutional structures and practices do not create barriers for any diversity dimension or layer (Gardenswartz & Rowe, 2003; Loden & Rosener, 1991).

References:

- GARDENSWARTZ, L., AND A. ROWE. 2003. DIVERSE TEAMS AT WORK: CAPITALIZING ON THE POWER OF DIVERSITY. ALEXANDRIA, VA: SOCIETY FOR HUMAN RESOURCE MANAGEMENT.
- LODEN, M., & ROSENER, J. (1991). WORKFORCE AMERICA: MANAGING EMPLOYEE DIVERSITY AS A VITAL RESOURCE. HOMEWOOD, IL: BUSINESS ONE IRWIN.

2014 RELIGIOUS HOLIDAYS

<http://faithinmemphis.com>

Jan 1	Gantan-sai (Shinto)	Feb 2	The Presentation of Our Lord to the Temple (Eastern Orthodox Christian)
Jan 1	Solemnity of Mary, Mother of God (Christian)	Feb 2	Imbolic-Candlemas (Wicca and Christian)
Jan 5	Birthday of Guru Gobind Singh Sahib (Sikh)	Feb 4	Vasant Panchami (Hindu)
Jan 6	Epiphany (Christian)	Feb 7	Christmas (Orthodox Christian)
Jan 6	Feast of Theophany (Eastern Orthodox Christian)	Feb 10	Chinese New Year (Confucianism/Taoism/Buddhism)
Jan 6	Nativity of Christ (Armenian Orthodox)	Feb 15	Nirvana Day (Buddhist)
Jan 6	Feast of Epiphany (Eastern Orthodox Christian)	Feb 23-24	Purim (Jewish)
Jan 7	Feast of the Nativity (Orthodox Christian)	Feb 26 ~ March 1	Intercalary Days (Baha'i)
Jan 7	Christmas (Orthodox Christian)	Feb 28	Maha Shivaratri (Hindu)
Jan 13	Mawlid an Nabi (Islam)		
Jan 13	Maghi (Sikh)		
Jan 14	Makar Sankranti (Hindu)		
Jan 16	Tu B'shvat (Jewish)		
Jan 19	World Religion Day (Baha'i)		
Jan 27	Mahayana Buddhist (New Year) (Buddhist)		
Jan 31	Chinese New Year (Confucian, Daoist, Buddhist)		

JANUARY

FEBRUARY

EQUITY & DIVERSITY TRAINING CLASSES

WEBINAR: Violence Against Women Act (VAWA)/Campus Against Sexual Violence Act (SaVE Act) Deadline Approaching: What Campuses Need to Know & Do by 3/7/14?

WHEN: January 29, 2014 1:00 pm–2:30 pm

WHERE: GEB A204

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

910 Madison Ave.
Suite 826
Memphis, TN 38163

Phone: 901-448-2112
Fax: 901-448-1120
E-mail: hsc-oed@uthsc.edu