

# Diversity Matters

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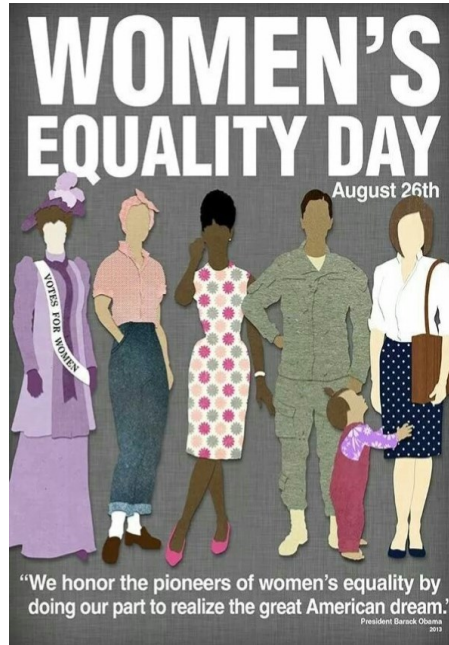
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[http://uthsc.edu/oed/  
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At the behest of Rep. Bella Abzug (D-NY), in 1971, the U.S. Congress designated August 26 as “**Women’s Equality Day.**”

The date was selected to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. This was the culmination of a massive, peaceful civil rights movement by women that had its formal beginnings in 1848 at the world’s first women’s rights convention, in Seneca Falls, New York.

The observance of Women’s Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women’s continuing efforts toward full equality. Workplaces, libraries, organizations, and public facilities now participate with Women’s Equality Day programs, displays, video showings, or other activities. [Learn More](#)

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We all know that July 4th is Independence Day. But did you know that’s not the only day in July that “independence” is being celebrated?

On July 26, 1990, 42 U.S.C. 12101 was signed into law by President George H.W. Bush. This landmark piece of legislation had five titles that covered employment, public services, accommodations, telecommunications, and other areas. It’s a statute better known as the Americans with Disabilities Act (ADA) and many consider it the Declaration of Independence for people with disabilities. The United States of America commemorates **National Disability Independence Day.**

Tuesday, July 26 will be the 26th anniversary of the day this law went into effect, declaring the national commitment to the concept that people with disabilities should enjoy the same opportunity to build an independent life and enjoy the same access to the society guaranteed to all Americans. [Learn More](#)

## NOTES FROM THE ASSISTANT VICE-CHANCELLOR

### Diversity: Aspects of the Organizational Dimension of Diversity

The “Four Layers of Diversity” is a conceptual model that is attributed to Loden and Rosener (1991) and Gardenswartz and Roe (1994). As a result the diversity model focuses on our personality, primary dimensions, secondary dimensions and organizational dimensions. Consequently, this article will define some specific statuses (i.e., functional level/classification; management status) within the “organizational dimension” like regular full time and regular part time, exempt and non-exempt, supervisor and manager, and acting and interim. The “Four Layers of Diversity” is also referred to as “[The Diversity Wheel](#)” depending on the how information about diversity is being shared.

Formal headings within the organizational dimension are functional level/classification, management status, union affiliation, work location, seniority/years of service, division/department/unit/group, job classification, professional classification/certification, and work content/field. As referenced earlier the statuses of regular full-time and regular part-time, exempt and non-exempt, supervisor and manager and acting and interim will be outlined.

According to the Society for Human Resource Management (SHRM), the status of regular full-time and regular part-time are defined as follows:

- **Regular full-time employees:** Employees who work the normal workweek (37.5 hours) and whose employment is not limited to a specific period of time or purpose. All regular full-time employees are eligible for all employment benefits provided by the organization to its employees in general.
- **Regular part-time employees:** Employees who work less than the normal workweek and whose employment is not limited to a specific period of time or purpose. Regular part-time employees are eligible for limited employment benefits as specified in the benefits section of an organization’s employee manual.

Presently, the status of exempt employee and non-exempt employee within various types of organizations across the United States has received a great deal of attention. The national attention is prompted by President Obama’s confirmed FLSA regulations that will go into effect December 1, 2016, which sets the minimum salary level for exemption at **\$47,476 (\$913/week)** and the salary level for the highly compensated test at **\$134,004**. SHRM defines exempt and non-exempt as follows:

- **Non-exempt employees:** Employees who are subject to all provisions of the Fair Labor Standards Act (FLSA) as amended. These employees receive overtime pay for hours worked beyond 40 hours in any workweek at one and a half times their regular hourly rate.
- **Exempt employees:** Executive, professional, administrative, outside sales and some computer professional employees who are excluded from the overtime provisions of the FLSA as amended. These employees do not receive overtime pay for hours worked beyond 40 hours in any workweek.

Two common status terms related to job classification within the work environment are supervisor and manager. A job classification is determined based upon the duties performed, scope of responsibility, level of skill, education requirements, and the potential impact the position has on the organization’s operations. It is typical for positions like supervisor and manager to be assigned a job family during the classification process that is based on general roles, functions and skills needed for a position. This is because job families are groupings of jobs with similar functions, roles, or skills. There is a difference between supervisor and manager, and those differences are clearly demonstrated at the following websites:

- <http://keydifferences.com/difference-between-supervisor-and-manager.html>
- <http://www.brighthub.com/office/human-resources/articles/123128.aspx>.

Since OED’s audience is UTHSC employees we also did not want to leave our readers wondering about supervisors and managers in a higher education setting. [UC Berkley](#) advises, a manager is responsible for making significant decisions on what the unit does: its purpose, functions and role, and for making commitments and decisions that require the expenditure of significant unit resources. Managers have a significant, external focus (to the world outside the unit), whereas a supervisor has a more internal focused responsibility for implementing the manager’s decisions through the work of subordinate employees. Once a decision is made on what to do, supervisors have a significant role in deciding how to do it; how to achieve the objective established by the manager. Supervisors often perform the same kind of work that the subordinates do; managers do not do the daily work of the unit as a regular part of their work, they may do it more on an exception basis or in resolving the most difficult problems facing the unit.

The statuses of “acting” and “interim” are used interchangeably in higher education, and in some instances the concepts are used incorrectly. An “acting” status is used if an administrator is absent for a short period of time (usually one month or less). The absent administrator retains the responsibility of his/her position but delegates the authority to the “acting” person.” Moreover, the “interim” status is used if an administrator resigns and a replacement is sought or if an administrator is absent for a longer period of time (usually exceeding one month). The “interim” person has both the authority and responsibility of the office. How these kinds of appointments are executed across higher education institution types is guided by institutional search and hiring guidelines.

These specific formal headings (i.e., functional level/classification; management status) within the “organizational dimension” have an influence on workplace culture because they involve people. It is a given that diversity is present throughout an organization as it relates to regular full time and regular part time, exempt and non-exempt, supervisor and manager, and acting and interim statuses. This is evident because people in organizations come with primary dimensions (i.e., immutable; self-identifying) and secondary dimensions (i.e., mutable; discard or modify over time) that are similar and different but more importantly accompanied by [thought diversity](#). What we learn is that an organization’s workplace culture will demonstrate how each employee is valued, respected and supported through the “Four Layers of Diversity,” and half of the equation is understanding oneself as it relates to existing within the culture, habits, decisions, practices and policies of an organization.

Source: <https://www.shrm.org/>



# Pics from TIP 2016



**Lori S. Gonzalez, PhD**  
Vice Chancellor for  
Academic Faculty and Student Affairs



**Michael Alston, EdD, CCDP/AP**  
Assistant Vice Chancellor for  
Equity and Diversity & Student Rights



**Chris Ofori and Ricky Pigg**



**Julia Davis and Diana Abu-Obeud**



**Ericka James and  
Robert Nolly, MS, DPh**



**Kylie Stephan and CJ Harrington**



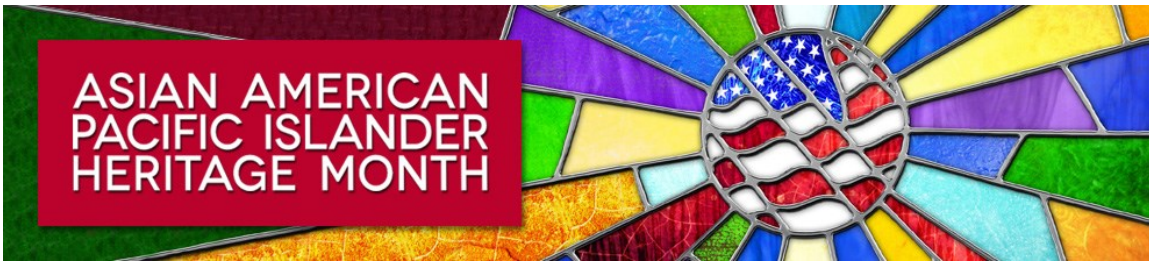
**Vlad Gamalie,**  
Second Year Pharmacy Student



**Alexandria Dixon**

# Quick Pics of OED Events

## Sushi Break



# Quick Pics of OED Events

## Safe Zone Mixer



Crista Deiss of Student Health Services, Ace Walker of the Memphis Gay Lesbian Community Center and Nikki Dyer, MS, NCC of SASSI



Michael Alston, EdD, CCDP/AP Assistant Vice Chancellor for Equity and Diversity & Student Rights

# LGBT Month



# PRIDE

## Community Events July & August



### Mid-South Renaissance Faire

**August 20, 21, 27, 28 of 2016** (the last two Sat/Sun weekends of August) 10am – 6pm  
**Shelby Farms Park Conservancy** in Memphis, TN on the Mullins Station Rd. side of the park between Gates 8 and 9. Parking entrance is Gate 10.

A renaissance faire is a public family-friendly outdoor gathering that emulates the Renaissance historical period for the amusement of its guests. Our faire's theme will be the reign of Queen Elizabeth I. Come to the faire and travel back in time to the Elizabeth era. Learn Elizabethan dances, be knighted by the Queen herself, eat a giant turkey leg, browse the merchant rows, enjoy the performers, sail the seas with the Mid-South Buccaneers, and of course, cheer on your favorite jousting on horseback. Hip Hip! Huzzah! Hip Hip! Huzzah!

[Learn More](#)

## My HQ Sunset Yoga

### Sunset Yoga

July 20, 2016 6:30 pm - 8:00 pm

**Memphis Park** (located on Front Street across from Raymond James)

Wind down on Wednesday with a FREE yoga session from Downtown Yoga! Come out to Memphis Park (located on Front Street across from Raymond James) for a session with Jocelyn, followed by free wine tasting from Quench – Memphis Downtown. Bring some food and have yourself a picnic with a beautiful Memphis sunset under the park's peaceful ambiance.

Some mats provided by Downtown Yoga, but you are encouraged to bring your own. FREE wine (red and white) will be provided. Please bring your own food for the picnic. FREE Parking available!

[Learn More](#)



## MEMPHIS RIVERFRONT



DUNCAN-WILLIAMS  
PERFORMANCE HALL

GERMANTOWN PERFORMING ARTS CENTER



**GPAC Summer Arts Camps 2016!!**

[Learn More](#)

## 2016 Religious Holidays

### July

- June 2 Asalha Puja day - Buddhist
- June 9 Martyrdom of the Bab Baha'i (begins sun down on 8)
- June 13 Ulambana (Obon) \*\* Buddhist  
Lailat al Kadr - Islam (begins sundown on 12)
- June 8-21 Eid al Fitr - Islam (begins sundown on 17)
- June 23 Emperor Haile Selassie birthday Rastafari
- June 24 Pioneer Day - Mormon Christian
- June 26 Tish'a B'av - Jewish (begins sundown on 25)

### August

- August 1 Fast in honor of Mother of Jesus Orthodox Christian  
Lammas - Christian  
Lughnassad (Northern Hemisphere)
- August 6 Transfiguration of the Lord Orthodox Christian
- August 13-15 Obon Shinto
- August 15 Assumption of the Blessed Virgin Mary - Catholic Christian  
Dormition of the Theotokis - Orthodox Christian
- August 29 Raksha Bandhan - Hindu

### The Office Equity & Diversity Out and About



Talent for Transformation.

The **New Memphis Institute's** purpose is to forge a prosperous and vital new Memphis by attracting, developing, activating and retaining talent.

**Embark** is a young professional development program within the New Memphis Institute. Embark's focus is to equip promising young professionals with the training to set a course for their career and the opportunity to network with others ready to make a difference in the community. On June 22, 2016, OED Equity Assurance Administrator, Ashleigh Brock completed the Embark program!



Ashleigh Brock, JD



Request a Workshop

[https://jfe.qualtrics.com/form/S\\_V\\_cJdCwxN8NwB4hvf](https://jfe.qualtrics.com/form/S_V_cJdCwxN8NwB4hvf)

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