

DIVERSITY MATTERS

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



Women's History Month has its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987, after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month."

Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, Presidents Clinton, Bush and Obama have issued a series of annual proclamations designating the month of March as "Women's History Month."

The theme for 2016 is "*Working to Form a More Perfect Union: Honoring Women in Public Service and Government.*" More information can be found at the following link: <http://womenshistorymonth.gov/>

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UTHSC Women's History Month Brunch with a Leader Series

The purpose of **Women's History Month** is to increase consciousness and knowledge of women's history: by taking one month of the year to remember the contributions of notable and ordinary women, in hopes that the day will soon come when it's impossible to teach or learn history without remembering these contributions.

The University of Tennessee Health Science Center has been at the forefront of advancing the workforce through its strong record of appointing women to leadership positions across the institution. In celebration of National Women's History Month, join the Office of Equity and Diversity for "Brunch with a Leader" to hear women in leadership positions at UTHSC share their story, background and helpful leadership tips.

Please join the celebration by attending one of the sessions detailed below.

March 23, 2016

SAC, Room 305 – 10:30 AM



Tiffany Seagroves, MBA, PhD
Associate Vice Chancellor for
Research, Assistant Professor
and Director of MRC



Chandra Alston, MBA
Associate Vice Chancellor for
Human Resources

March 30, 2016

SAC, Room 204 – 10:30 AM



Lakita Cavin, J.D., PhD
Senior Staff Attorney
UT Research Foundation



Teresa Waters, PhD
Professor and Chair
Preventive Medicine



Susan Senogles, PhD
Assistant Dean for Faculty Affairs (COM)
Professor and Vice Chair (MIB)
Research Integrity Officer

Accessibility Task Force

Establishing the UTHSC Accessibility Program

Charter

The University of Tennessee System, especially UTHSC is committed to supporting a teaching and learning environment that is accessible to all individuals. To this end, the University seeks to deploy information, materials, and technology (IMT) that have been designed, developed, or procured to be accessible to individuals with disabilities, including those who use assistive technologies. (“Accessible” in this context means that a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally inclusive manner, with substantially equivalent ease of use.)

Task Force Charge

The charge to the UTHSC Accessibility Program task force will be to deliver an accessibility program proposal to the Chancellor for final approval that will include the following components minimally:

- ◆ Establishment of the specific goals and objectives of the UTHSC Accessibility Program.
- ◆ Identification and assignment of resources to establish, support, and provide oversight to the UTHSC Accessibility Program, with emphasis on leveraging existing resources and collaboration within the UT system where possible Assignment of roles, authority, responsibilities, and accountability for achieving policy compliance.
- ◆ A strategy to address the different needs of the academic, research, and administrative functions and to support IT accessibility for decentralized academic and research activities.
- ◆ A process to prioritize effort that takes into consideration local needs, practices, and available resources, including providing access to centralized IMT accessibility support.
- ◆ A specific plan for the remediation of the design, development, testing, delivery, support, and communications of accessibility functionality, documentation and capabilities of multiple IT services, including the following:
 - Student information systems
 - Digital textbooks
 - Digital signage
 - Portal environments for students, staff, and faculty
 - Websites for course-related content
 - Technology used in the teaching and learning environment
 - Campus telephony and communications
 - Emergency communications services



Accessibility Corner

MEMBERS

Vice Chancellor Jan van der Aa (IT Services)
 Cindy Russell, Kristy Conger (Academic Affairs)
 Michael Alston, Dustin Fulton, Ashleigh Brock
 (Equity & Diversity)
 Todd Barber (Webmaster, IT Services)
 Adam Lloyd (Dentistry)
 Tommie Norris (Nursing)
 Phyllis Richey (Faculty Senate)
 Anne Zachry (Health Professions)

Vice Chancellor Lori Gonzalez
 (Student, Academic and Faculty Affairs)
 Melanie Burlison (Finance & Operations)
 Mark Petzinger (General Counsel)
 Brad Boucher (Pharmacy)
 Bruce Keisling (Graduate Health Sciences)
 Darryl Quarles (Medicine)
 Ebony Smith (IT Services–EdTech)
 Judy Jefferson Johnson (IT Services)
 Kathy Gibbs, Derek Wilcox, Laurie Brooks, (SASSI)

A Note from the Assistant Vice Chancellor

Cross Cultural Observation

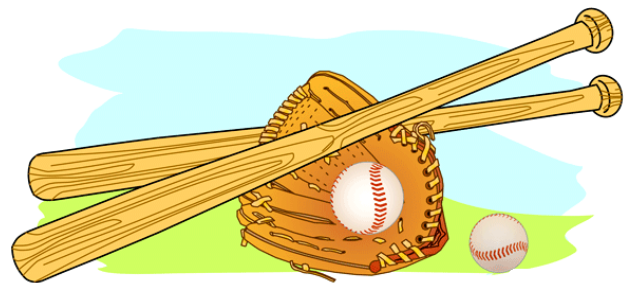
A few weeks ago I was watching an old Tom Selleck movie titled *Mr. Baseball* (1992) and it prompted me to reflect on how diverse the UTHSC workforce and workplace has become over the years. The movie, *Mr. Baseball*, is about Jack Elliot transitioning his baseball career to Japan from the major leagues in the U.S. even though it was not in his immediate plans to do so. Jack, Selleck's character, was at one time an outstanding American major league baseball player with an ego and some biases. His individualistic nature was problematic for the Nagoya Chunichi Dragons of the Japanese Central League especially the team manager, players and friends in the movie. The baseball team manager, Uchiyama, of the Nagoya Chunichi Dragons was played by Ken Takakura.

What we learn from the *Mr. Baseball* movie is that real life professional sports leagues in the U.S. and abroad have always pursued diverse talent to enable a competitive advantage with some cultural challenges. For some multi-national companies, higher education institutions and other types of organizations, having a diverse workforce and workplace prompts a shift in how diversity as whole is viewed in order to create a competitive advantage. As a result these organizations face the challenge of strengthening an employee's cultural intelligence – this is the ability to adapt to a new cultural setting, learn patterns of social interactions specific to that setting, and respond in ways considered appropriate by people from that culture.

In the movie, Tom Selleck's character experienced two moments that were not part of his American consciousness while playing baseball in Japan. The first was in the consumption of soup and the second was how to facilitate his moment of regularity. For Selleck's character in these two examples shock was experienced because some unfamiliar cultural differences became a part of his reality. The first was during his moment of regularity. This involved Selleck's character being puzzled about how to use a Japanese Squat Toilet (i.e., Asian Squat Toilet), and today the squat toilets are relatively rare in Japan. Selleck's character, Jack, was also dating Uchiyama's (the baseball team manager) daughter (Hiroko played by Aya Takanishi) in the movie. Jack's second experience with cultural differences took place while dining at the home of Hiroko's father and grandparents. To Jack's surprise dinner was noisy because they were eating soup. Soup consumption in American culture entails no slurping or noises when eating, and the soup is taken from the side of the soup spoon. Up until two referenced cultural experiences in the movie, Jack Elliot only observed the similarities between Japanese culture and American culture through his biases.

In organizations, corporate and higher education, the first step for managers in managing cultural differences is to effectively increase his/her own general cultural awareness. New team members entering new cultural settings tend to experience the shock of realizing that, despite many similarities, people of differing cultures perceive things differently and play by different rules. Some contrasts to consider are communication style (i.e., verbal and nonverbal), food and diet, clothing (i.e., business dress), time orientation, work habits and practices, family and marriage and other customs, traditions and beliefs. Inclusive organizations committed to fairness and strategy enable all team members to contribute fully to the organization's success through the utilization of those team members that already possess a high level of cultural intelligence to bridge divides and knowledge gaps in the organization.

In conclusion, Selleck's character had a learning curve that required understanding and reconciliation of the differences between culture in the U.S. and culture in Japan through a raised consciousness. The happy ending is that Jack Elliot was able to embrace the cultural "rules" in a way that demonstrated a respect of the Japanese culture. We can all expand our cultural intelligence by reading newspapers, books, articles, watching movies/documentaries, traveling to another country or working with or being friends with people from a different culture in addition to attending events and programs offered by specific groups about cultural differences. In the movie *Mr. Baseball*, Jack (employee) and Uchiyama (manager) both learn that they must understand and reconcile these cultural differences in order to function effectively to achieve the organizational objectives of the Dragons.





Sexual Assault Awareness Month

National Sexual Assault Awareness and Prevention Month 2016

In April of 2001, the U.S. began to nationally observe the month of April as Sexual Assault Awareness Month. Throughout the month, organizations across the country host events and programs that aim to educate the public and reach out to survivors.

The national [Sexual Assault Awareness Month \(SAAM\)](#) campaign will focus on campus sexual violence prevention. The goal of SAAM 2016 is to support campuses in creating a culture of prevention and effective, trauma-informed response. An institutional commitment has been demonstrated through the [Sexual Misconduct and Relationship Violence Policy](#).

UTHSC will also be working to raise awareness about sexual assault/violence through programs and events in April 2016. OED is strongly encouraging your participation and support with National Sexual Assault Awareness and Prevention Month!



Black History Month

Soul Food Taste Around

Dean Chisholm-Burns (COP) pictured with her artwork



Black History Month Keynote Speaker A C Wharton, Jr. *Former Mayor of the City of Memphis*



A C Wharton, Jr. address UTHSC



L- R: Asst. Vice Chancellor Dr. Michael Alston (OED), Dustin Fulton (OED), A C Wharton Jr., Vice Chancellor Dr. Lori Gonzalez (AFSA) and Ashleigh Brock (OED)

Selma Viewing & Discussion



Hattiloo Theatre Performance *Free Man of Color*





Lori Stewart Gonzalez, PhD, serves as the vice chancellor of academic, faculty and student affairs - the chief academic officer of UTHSC and its statewide campuses. Dr. Gonzalez is responsible for setting process and procedure for all academic programs as well as for the development and execution of strategic initiatives to promote these programs. She is responsible for the vision, leadership, policy and monitoring of academic, faculty and student affairs. The vice chancellor serves as a strong advocate for the academic programs and the intellectual life of the community.

Dr. Gonzalez works closely with the deans and other vice chancellors to set academic priorities and to allocate funds to move priorities forward. In collaboration with the deans and other academic administrators, she leads academic planning, policy, curriculum and program development; provides for meaningful faculty and academic staff development activities; and establishes academic budgeting priorities.

Save the Date

Administrative Professionals Day Luncheon

Speaker

Dr. Lori Gonzalez

Vice Chancellor for Academic, Faculty and Student Affairs

April 27, 2016

11:30 a.m. -1:00 p.m.

SAC Dinning Hall

Required Registration: March 28-April 8, 2016

Sponsored by Human Resources



BREAKING NEWS!

The Office of Equity and Diversity (OED) welcomes Josalyn Coleman

Josalyn joined UTHSC in February 2016. Within the Office of Equity and Diversity, her duties primarily include the implementation and coordination of TIP (Tennessee Institute for Pre-Professionals) through Health Career Programs. In this position, she will educate students about careers in the health sciences and support the Office of Equity and Diversity's efforts to enhance diversity at UTHSC. Additionally, Josalyn serves as an Administrative Educational Specialist in Student Academic Support Services & Inclusion (SASSI). Through her role with SASSI, she will provide direct academic support services to students in each of the colleges and departments at UTHSC.

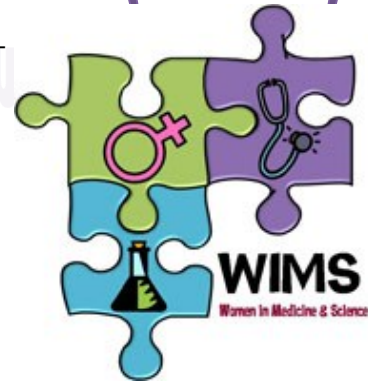
Previously, Josalyn worked as a Student Support Counselor at LeMoyné-Owen College and Academic Mentor at The University of Memphis. She is an alumnus of Middle Tennessee State University, earning a Bachelor of Science in Liberal Studies and a Master of Education in Administration and Supervision (Higher Education).

Josalyn is a proud native of Memphis, 2015 Nexus Leaders Protégé, and a graduate of Cordova High School.



Women in Medicine and Science (WIMS)

Women in Medicine and Science (WIMS) is a student-led organization that was founded with the purpose of facilitating communication and networking among its members and to provide advocacy to all women students and trainees at UTHSC in order to build a supportive community that will nurture the professional development of current and future women in medicine and science. The mission of the UTHSC Women in Medicine and Science (WIMS) program is to ensure the full and successful participation of women in all roles within academic medicine and science through education, advocacy, mentoring, and networking.



The Professional Development Series is designed to help campus members succeed both at UTHSC and as they embark upon their career paths. WIMS holds monthly lunch lectures where faculty members discuss and give advice pertaining to various career topics, such as CV/resumes, dealing with stress and exams, applying for residency and interview tips, how to handle conflict, and more. There are also special programs, such as Resume Roadshow, in which alumni volunteer to proofread and provide feedback on student resumes. Each of these programs is meant to foster professional growth.

The WIMS Mentorship Program consists of various social events held throughout the year. These allow students to interact with faculty members, postdoctoral fellows and residents, as well as one another. Some of these events, such as "Careers Over Coffee," are more informal and allow students to interact with specialist in their desired profession. Others events, like the annual fall social, which is held at a faculty members house, and the annual WIMS Mentorship Symposium, are more formal events. These social and mentoring events aim to provide networking opportunities for students and encourage faculty-student mentoring relationships. This year's Mentorship Symposium will be held on March (TBD, but 15th or 16th). Anyone is welcome to attend this potluck style event! RSVP to (TBD) by (TBD).

Since the beginning, WIMS has striven to be a resource in helping the women of UTHSC to find a balance between one's work and personal lives. In the effort to increase self-care attitudes, WIMS provides yoga and zumba classes taught by local instructors. In addition, WIMS schedules panels and discussions with faculty and students pertaining to work-life balance and dealing with burnout and stresses related to medical education.

In attempt to recruit more women to UTHSC, WIMS hosts Women's Weekend each year. This two-day event, which will be April 8-9th this year, is open to all accepted female applicants to UTHSC College of Medicine. Over the course of the weekend, participants have the opportunity to learn more about unique opportunities offered to the medical students of UTHSC. Participants also have the opportunity to meet current students and as well as experience life in Memphis through various volunteer and social activities. This weekend was designed to establish peer support for women applying to UTHSC and to increase the number of women enrolled in the College of Medicine at UTHSC.

WIMS prides itself on supporting local outreach programs and participating in annual events as a group. **WIMS is currently holding a feminine products drive to support Sister Supply, a local organization that provides sanitary products to Memphis women in need. To make a donation, simply place items in one of the bins located in the women's restrooms on the 1st or 2nd floor of the GEB.**



DELTA KAPPA GAMMA INTERNATIONAL SOCIETY FOR WOMEN EDUCATORS SALUTES NEW FEMALE AFRICAN AMERICAN MEDICAL LABORATORY SCIENTISTS ON MARTIN LUTHER KING, JR. HOLIDAY

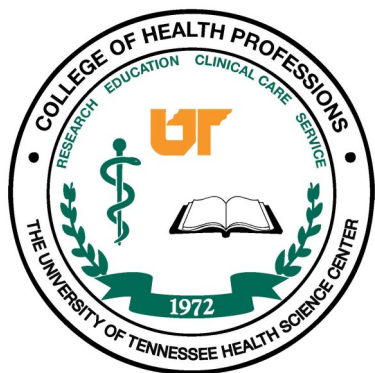
By Linda L. Williford Pifer, Ph.D., SM (ASCP), GS (ABB)
Professor of Clinical Laboratory Sciences

On January 18, the designated holiday honoring Dr. Martin Luther King, Jr., a theme-appropriate topic was presented to the Beta Gamma Chapter of Delta Kappa Gamma, the International Society for Key Women Educators at a luncheon at Coletta's Italian Restaurant in Cordova, TN. Dr. Linda Pifer, co-author (with Associate Professor and Departmental Chair of Clinical Laboratory Sciences, Kathleen M. Kenwright) presented a lecture based on their publication entitled, "Opening Pathways to Professionalism for Underrepresented Young Women". This peer-reviewed paper (Kenwright, K. M. and Pifer, L. W. (June, 2015). *Opening Pathways to Professionalism for Underrepresented Young Women. The Delta Kappa Gamma Bull. Internat'l. J. for Prof. Edu. 81(4), 70-74*) that was based upon their recruitment and mentoring of 14 African-American women who strongly desired careers in the profession of Medical Laboratory Science, but who needed financial respite in order to achieve that goal.

Strongly desiring to assist them in achieving their objectives, Professors Kenwright and Pifer wrote an application to the Alliance of Women Philanthropists of the University of Tennessee (University of Tennessee Foundation) and were delighted to learn that they had received funding in the amount of \$15,500. These funds assisted the eager students in the purchase of two sets of laboratory-appropriate "scrubs", textbooks, and their National Board of Registry examination fees.

Ultimately, eight earned their Master's degree and six earned their Bachelor's degree in Medical Laboratory Sciences. The Master's degree students completed laboratory research projects with selected MDs, PhDs and hospital Laboratory Directors as personal mentors. All of these graduates can look forward to rewarding, highly stable jobs in a field in which there is a great and growing demand for trained professionals.

The Department of Clinical Laboratory Sciences urges students of all ethnicities with an interest in Medical Laboratory Science to contact Ms. Cheryl Brown at cbrow117@uthsc.edu. Another grant has been applied for and if funding is awarded, will be available based upon financial need and a minimum 2.0 GPA, to students of all ethnicities and those meeting the standards required of Medical Laboratory Scientists in the fall of 2016.



Community Events
March/ April



Free Man of Color at the Hattiloo Theater

March 3-April 3, 2016

http://www.hattiloo.org/play_free-man-of-color.php

When John Newton Templeton is unexpectedly freed after his master's death, he migrates to the free state of Ohio where Robert Wilson, an avowed abolitionist and president of Ohio University, brings Templeton to his home. Seeing the opportunity to use Templeton to prove that African-Americans were capable of the same academic excellence as whites, This play addressed race, culture, and the differences between education and assimilation in America. ***student /senior/ military discounts*** <http://www.hattiloo.org/ticket-information.php>

Down to Earth Festival

Shelby Farms

April 2, 2016 10:00am-4:00pm

<http://www.shelbyfarmspark.org/downtoearth>

Celebrate sustainability at the biggest Earth Day celebration in the Mid-South! Join in for a day full of live music, high-



adventure play, eco-friendly vendors, local + sustainable food and clean, green fun!



**DUNCAN-WILLIAMS
PERFORMANCE HALL**

GERMANTOWN PERFORMING ARTS CENTER

Jaxx in the Box Presents

Bria Skonberg, trumpet/vocals

March 18, 2016 @ 7:00 PM

A Catalyst for all things jazz. The award winning trumpeter/vocalist/composer is "poised to be one of the most versatile and imposing musicians of her generation."



Pilobolus

April 16, 2016 @ 8:00PM

This avant-garde dance company believes the human body is the most expressive, universal, and magical of media. Pilobolus maintains its own singular style, evolving interplay with shapeshifting, shadowplay, while actively collaborating with the best and brightest minds from all conceivable professions the world over.



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 season that should encourage a pluralistic view because music, art, and drama enables access to everyone. <http://www.gpacweb.com/>

2016 Religious Holidays

March

March 1	St. David of Wales - Christian Intercalary Days end - Baha'
March 2 - 20	Nineteen Day Fast * - Baha'
March 6	Orthodox Sunday - Orthodox Christian
March 8	Maha Shivaratri ** - Hindu
March 13	Cheesefare Sunday - Orthodox Christian L. Ron Hubbard birthday - Scientology
March 17	St Patrick's Day - Christian
March 20	Equinox Palm Sunday - Christian
March 21	Norooz (New Year) - Persian/Zoroastrian Naw-Rúz (New Year) * - Baha'
March 23	Lord's Evening Meal - Jehovah's Witness Holi ** - Hindu
March 24	Magha Puja Day - Buddhist ** Purim * - Jewish Maundy Thursday - Christian Hola Mohalla - Sikh
March 25	Good Friday - Christian Annunciation of the Blessed Virgin Mary Catholic Christian
March 27	Easter - Christian
March 28	Khordad Sal ** - Zoroastrian
March 30	Mahavir Jayanti ** - Jain

April

April 8	Hindu New Year ** - Hindu
April 8-15	Ramayana ** - Hindu
April 14	Baisakhi (Vaisakhi) ** - Sikh
April 15	Ramanavami ** - Hindu
April 21	First Day of Ridvan * - Baha'
April 22	Hanuman Jayanti ** - Hindu
April 22-23	The ravadin New Year Buddhist
April 23-30	Pesach (Passover) Jewish
April 23	St. George's Day - Christian Lazarus Saturday - Orthodox Christian
April 24	Palm Sunday - Orthodox Christian
April 29	Ninth Day of Ridvan * - Baha' Holy Friday - Orthodox Christian
April 30	St. James the Great Day— Orthodox Christian Mahavir Jayanti ** - Jain

The Office Equity & Diversity *Out and About*



Dr. Michael Alston (3rd from left), Assistant Vice Chancellor for Equity, Diversity, and Student Rights, helped serve Baskin Robbins® ice cream to HSC students during Sweetheart Sundaes sponsored by the Office of Student Life.



Request a Workshop
https://jfe.qualtrics.com/form/SV_cJdCwxN8NwB4hvf



Ashleigh Brock, JD represented UTHSC's Office of Equity and Diversity at Overton High School for Career Day.

Office of Equity & Diversity

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