

Diversity Matters

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National Hispanic American Heritage Month

September 15 ~ October 15, 2013

National Hispanic American Heritage Month is the period from September 15 to October 15 in the United States, when people recognize the contributions of Hispanic and Latino Americans to the United States and celebrate the group's heritage and culture.

Hispanic Heritage Week was approved by President Lyndon Johnson in 1968 and was expanded by President Ronald Reagan in 1988 to cover a 30-day period. It was enacted into law on August 17, 1988 on the approval of Public Law 100-402. This celebration begins on September 15 because it is the independence day of the Latin Americans.

The purpose of celebrating Hispanic Heritage is to promote friendly awareness of the Hispanic historical and cultural presence from a positive perspective.

Local Lunch 10% Discount:

*Havana's Pilon Cuban
Restaurant*

143 Madison Ave.
Memphis, TN 38103
Phone: 527-2878
Hours: 7:30am-8:30pm
Monday-Saturday
Closed on Sunday



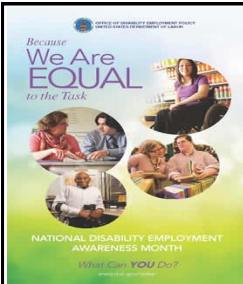
Please click on the link for more information on [NHAHM](#).



Have you heard about Constitution Day and Citizenship Day? Every secondary and postsecondary school receiving federal funds must teach about the Constitution on September 17, 2005. Individually, the school can determine what kind of educational program they want to administer for enrolled students, but they must hold one every year on the now-named "Constitution Day and Citizenship Day." If September 17th falls on a weekend or holiday, the schools are advised to schedule a program immediately before or after that date.

Are you wondering why September 17th was designated? Some people believe education on the Constitution has suffered from neglect and routine treatment despite it being established in the secondary school curriculum. Most Americans are exposed to formal education on the Constitution at least three times in secondary school. Okay, September 17th is significant because the United States Constitution was adopted on September 17, 1787. Did you also know the United States has the world's oldest written constitution, and that it was written in Philadelphia?

October is National Disability Employment Awareness Month



October is National Disability Employment Awareness Month (NDEAM). Each year the U.S. Department of Labor's Office of Disability Employment Policy selects a specific theme for NDEAM. The theme selected for 2013 is "Because We Are EQUAL to the Task" which is meant to reflect the reality that people with disabilities have the education, training, experience and desire to be successful in the workplace.

"Because We Are EQUAL to the Task" also highlights the Office of Disability Employment Policy's ongoing Campaign for Disability Employment which is meant to promote positive employment outcomes for people with disabilities and expand ideas about what youths with disabilities can do when they receive encouragement and support for their ambitions. Conducted in collaboration with business and disability organizations, the campaign emphasizes that, at work, it is what people can do that matters.

UT Policy also emphasizes hiring and employment practices that are free from discrimination against protected characteristics including disability. HR 0220 provides the following:

1. It is the policy of the University of Tennessee not to discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, disability, age, or being a disabled veteran or veteran of the Vietnam Era. This policy extends to recruitment, employment, promotion, demotion, transfer, layoff, termination, compensation, training, benefits, and all other terms and conditions of employment.
2. The university will take affirmative action to recruit, employ, and advance in employment minorities, women, disabled veterans, and veterans of the Vietnam Era. Reasonable accommodations will be made for otherwise qualified disabled veterans and persons with disabilities in accordance with Sections 503 and 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

To learn more about the Office of Disability Employment Policy's ongoing Campaign for Disability Employment, please visit their [website](#). There are also many organizations working to raise awareness and change attitudes about disability and employment, including:

- ◆ [American Association of People with Disabilities](#)
- ◆ [National Business and Disability Council](#)
- ◆ [Job Accommodation Network](#)
- ◆ [NDEAM Poster](#)

Please click on the link for information on [NDEAM](#).

F-1, J-1, H-1B – What's Your (Visa) Type?

BY:

Connie Childs, MA, Director, International Affairs



The diverse and talented people who work and study at UTHSC include individuals who come from

China, India, Pakistan, South Korea, Egypt, Japan, Rwanda, Greece, Saudi Arabia, Germany, Iran, Zimbabwe, Brazil, Thailand, Canada, and many other countries. Some of us are green card holders, some have sought asylum in the U.S., and some have come to UTHSC in a visa status: F-1 student, J-1 researcher, H-1B temporary worker, O-1 individual of extraordinary ability, or TN temporary worker under the NAFTA Treaty. The letters and numbers designating the

different nonimmigrant visa types are defined in the Immigration and Nationality Act, INA § 101(a)(15); they currently go from A to V, and Congress may add new designations as needed.

Foreign nationals can be found in all areas at UTHSC as graduate assistants, postdocs, medical residents, research associates, and faculty members as well as in administrative roles as IT Analyst, coordinator, associate director, and vice chancellor.

Our international students and researchers have many interesting areas of focus from cancer which include smoking cessation, obesity, flesh-eating bacteria and more. Their research has beneficial implications for health care in Tennessee and worldwide. Similarly,

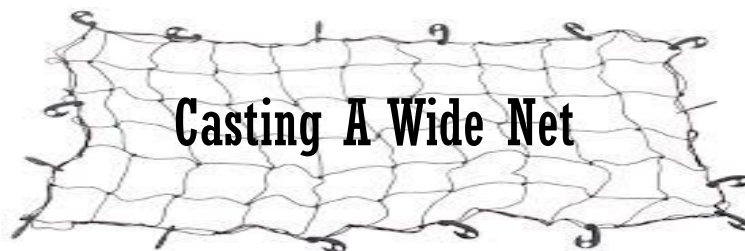
those foreign nationals whose work is clinical or administrative contribute to UTHSC's mission, which emphasizes education, research, clinical care, and public service. We are very proud of our dynamic international population here at UTHSC and their many contributions to the university and the community.

To read more about the different visa types we sponsor for study, research and employment at UTHSC, please see: <http://www.uthsc.edu/international/regulations.php>.

The [Office of International Affairs](#) is here to assist all UTHSC departments and administrative offices with visa sponsorship and to offer any immigration-related advice. Feel free to contact us at oja@uthsc.edu or 448-8484.

(Connie came to Memphis from Denmark in 1986 as an F-1 student.)

NOTE FROM THE ASST. VC AND DIRECTOR



Have you ever heard the phrase “casting a wide net” as it relates to position searches in higher education institutions? Use of the phrase in the early stages of a search process can be attributed to demonstrating a commitment to affirmative action and diversity within a college/university.

As it relates to affirmative action, a legal mandate, it is associated with making an effort to reach underutilized groups with regard to availability. Diversity is not a legal mandate but its focus is on workforce trends that extend beyond race, gender and ethnicity. In short, colleges and universities are “casting a wide net” through the use of various search mediums for diverse applicants and to be inclusive of all groups.

There are several electronic search mediums that are considered mainstream, diverse and discipline specific as it relates to academics or administration positions that are available. Some of the mainstream search sources are [*The Chronicle of Higher Education*](#), [*HigherEdJobs*](#), [*InsideHigherEd*](#) and [*University Jobs*](#).

The pursuit of a diverse productive workforce has encouraged colleges and universities to use the following search sources:

- [American Association of Hispanics in Higher Education](#)
- [Asians in Higher Education](#)
- [Blacks in Higher Education](#)
- [Diverse Issues in Higher Education](#)
- [Insight Into Diversity](#)
- [Latinos in Higher Education](#)
- [LGBT in Higher Education](#)
- [Women in Higher Education](#)
- [Veterans in Higher Education](#)

Search source mediums also exist for faculty and other professional position titles that are as follows:

- [Absolutely Health Care](#)
- [Academic Keys](#)

- [Academic 360](#)
- [Academic Careers Online](#)
- [Dice](#)
- [Postdoc Jobs](#)
- [Science](#)
- [Science Jobs](#)

Colleges and universities also use social media like LinkedIn, Pinterest, Twitter and Facebook pages in addition to their own institutional websites managed by HR to demonstrate “casting a wide net”. There are some higher education institutions still using print publications and this is important because print publications can assist in validating academic professional searches with the Department of Labor (DOL). This is important if the diverse applicant being hired is not eligible to work in the United States. Moreover, advertising has progressed beyond print publications for “casting a wide net” through web sites, listservs, professional organizations, special committees and caucuses within organizations, employment assistance organizations, diversity organizations, mailing lists of organizational memberships, and direct contact with potential applicants or with individuals from whom nominations are sought.

Diversity statements like “encourages and values a diverse workforce” and “encourages and supports diversity among applicants and employees” are put forth by the institution in getting the attention of diverse applicants, however an institution also demonstrates commitment by telling the candidate what is expected. Some examples are must have “a demonstrated track record of achieving diversity and inclusiveness among faculty, staff, administrators and students” and “a proven record of hiring talented and diverse administrative leadership; A commitment to diversity and inclusion; and the ability to work with a variety of constituencies”.

In conclusion, “casting a wide net” is important in higher education searches because it assures that every effort is made to produce a strong and diverse pool of internal or external candidates, and that the person ultimately selected for the position was the best person available.

2013 Religious Holidays

<http://faithinmemphis.com>

September

- September 1 ~ Ecclesiastical Year begins (Orthodox Christian)
 September 5 ~ Feast of Trumpets (Church of God, Philadelphia Church of God)
 September 5-6 ~ Rosh Hashanah (Jewish)
 September 7 ~ His Holiness Sakya Trizin's Birthday (Buddhist)
 September 8 ~ Nativity of Mary (Christian)
 September 9 ~ Ganesha Chaturthi (Hindu)
 September 14 ~ The Elevation of the Holy Cross (Eastern Orthodox Christian)
 September 14 ~ Day of Atonement (Christian, Church of God, Philadelphia Church of God)
 September 14 ~ Yom Kippur (Jewish)
 September 19-25 ~ Sukkot (Jewish); Feast of Tabernacles (Church of God, Philadelphia Church of God)
 September 21 ~ Nativity of the Theotokos (Eastern Orthodox Christian)
 September 22 ~ Mabon (Wicca)
 September 26 ~ Last Great Day (Church of God, Philadelphia Church of God)
 September 26 and 27 ~ Shemini Atzeret/Simcat Torah (Jewish)

October

- October 5-13 ~ Navaratri (Hindu)
 October 14 ~ Hajj Day (Islam)
 October 14 ~ Duserra (Hindu)
 October 15-18 ~ Eid al Adha (Islam)
 October 20 ~ Birth of B'ab (Baha'i)
 October 20 ~ Installation of the Scriptures as Guru Granth (Sikh)

Equity & Diversity Training Classes

To be determined, please contact OED for more information at 901-448-2112.

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

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