Jenious Named Director

The appointment comes after an extensive search according to Jerry G. Fife, Vice Chancellor for the Office of Administration.

Jenious also serves as Vanderbilt's Title VI, Title IX and ADA Coordinator.

Jenious holds a J.D. from the University of Tennessee School of Law and a B.A. from Vanderbilt University.

She began her career at Vanderbilt before moving to the University of Pennsylvania and Tennessee State University. She returned to Vanderbilt in 1999.

She is a member of the American Association of Affirmative Action and serves on the board of the National Industry Liaison Group, an organization of federal contractors who voluntarily work the Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) to implement the best possible practices to ensure compliance with relevant federal regulations.

Jenious was quoted in Vanderbilt's MyVU as saying, "It is an honor to have the opportunity to lead the ODC. The commitment to equal opportunity and affirmative action from faculty, staff, students and the leadership of (Continued on page 3)

The ODC Undergoes a Name Change

For over 30 years, the Vanderbilt Community has called its equity office the Opportunity Development Center, more familiarly abbreviated as the ODC. Starting in 2010, the ODC will be transitioning to its new name: The Equal Opportunity, Affirmative Action and Disability Services Department (EAD). The tagline is, “Serving the Vanderbilt Community.” The hope is that persons will now be able to identify the services offered from its name.

The office’s name change prompts several other major changes. The website URL is now www.vanderbilt.edu/ead. Note that if you use the old URL, you will be redirected. Also, since the EAD is mentioned in numerous publications, websites, policies, manuals and the like, these documents must be updated. In an effort to make the transition as smooth as possible, the EAD is working with Vanderbilt’s Department of Public Affairs.
The passing of two new laws brings changes to Vanderbilt’s Policies and other applicable materials.


The ADAAA broadens the interpretation of what a disability is and allows for more persons to be protected.

The ADA and ADAAA protect individuals with disabilities from discrimination in the workplace, as well as school and other settings.

Former President George W. Bush also signed into law the Genetic Information Nondiscrimination Act (GINA) of 2008. GINA protects Americans against discrimination based on their genetic information when it comes to health insurance and employment.

Both of these changes will be reflected in Vanderbilt University’s nondiscrimination policies and other applicable materials in early 2010.

If you have any questions concerning the changes, please contact the EAD at 322-4705.

Vanderbilt University has revamped its Self Audit Reporting System.

The Self-Audit Report (SAR) is a means of monitoring compliance with Vanderbilt’s Affirmative Action Program. This form is used for all employment vacancies and is accessed through the Human Resources website.

There are many new advantages to the improved system. First, hiring officials can now complete the SAR online as opposed to on paper. Submission through paper form was a slow process in terms of accounting, especially if the SAR had to be sent back for corrections. Now, SAR submissions can be done at the click of a button. According to Sam Starks, EAD Compliance Manager, “A key to the new system is the ability for managers to give disposition codes for the applicants in real time.”

In addition, the improved system now provides all applicant information online. The benefit of this for the hiring official is it allows for instantaneous retrieval of applicant information. A hiring official can simply access the system and process the applicant’s information after the interview. This allows for the position to be closed out much quicker.

To log into the new system or learn more about the SAR process, visit Vanderbilt’s Human Resources website at http://hr.vanderbilt.edu/apps/sar/index.htm. Also, more information can be found on the EAD website at http://www.vanderbilt.edu/odc/audit.html.

For questions about SARs, please contact the EAD at 322-4705.
(cont.: Jenious Named New ODC Director)

Vanderbilt has grown stronger throughout the years. I’ve had the pleasure of seeing the institution embrace diversity in many ways, including economic and academic diversity. I believe that the Vanderbilt community has come to view differences as starting points for stimulating discussion, teachable moments and meaningful transitions in ways that benefit us all.”

The news was posted on December 2, 2009 on Vanderbilt University’s News Network. To see the official article, visit http://sitemason.vanderbilt.edu/news/releases/2009/12/02/jenious-named-director-of-opportunity-development-center-at-vanderbilt.101342.

Please join us in welcoming Jenious to her new role as director.

EAD Highlights

Starting in February, the price for EAD’s Alphabet Soup Seminar, an extensive training offered regularly to inform supervisors and managers about their obligations under federal and state nondiscrimination laws, is being raised for the first time since its existence. The increase was necessary due to a rise in the cost of materials and inflation. The new cost for the two half-day seminar is reasonably priced at $50. The price covers materials, parking, breakfast, and variety of drinks for both days.

In addition, the EAD welcomes two new individuals to its office. Michael Carter, formerly a term employee, is now a full time Compliance Specialist. Michael is a Vanderbilt alumnus and obtained a J.D. from Samford University’s Cumberland School of Law. He previously worked as a Staff Attorney for the Disability Law and Advocacy Center.

EAD also welcomes the birth of one of its employee’s first child. Sharon Duncan, also a Compliance Specialist, gave birth to Caleb Michael Duncan in February 2010. She plans to return from maternity leave in late spring or early summer.

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