

College of Medicine Diversity Policy

Policy Identification Number	
Policy Title	College of Medicine Diversity Policy
Classification	University
Approval Authority	College of Medicine Dean's Advisory Council
Responsible Entity	College of Medicine Diversity Committee
Policy Owner	College of Medicine Group on Diversity Affairs

I. Policy Statement

This Policy outlines the College of Medicine diversity mission, efforts, and outcomes based on the goals and objectives of the College of Mission Diversity Plan. The diversity mission of the College of Medicine is to create an environment that fosters cultural understanding, cultural competency, and opportunities for individuals of all backgrounds. To support our mission and our vision to become a nationally recognized model of excellence for U.S. medical schools, the MUSC College of Medicine works to enhance diversity among our students, residents, faculty, and senior administrative staff by implementing and supporting programs designed to achieve mission-appropriate diversity outcomes.

II. Scope

College of Medicine students, residents, faculty, and staff.

III. Approval Authority

The College of Medicine Group on Diversity Affairs and the College of Medicine Diversity Committee oversees periodic updates to this policy. The College of Medicine Dean's Advisory Council has full and final authority for policy approval.

IV. Purpose of This Policy

The diversity mission of the College of Medicine is to create an environment that fosters cultural understanding, cultural competency and opportunities for individuals of all backgrounds. To ensure that the College of Medicine adheres to and sustains its mission in diversity and its vision to become a nationally recognized model of excellence for U.S. Medical Schools, the following goals have been adopted:

- Increase racial and ethnic diversity reflecting the general population of South Carolina.

- Promote racial, ethnic and gender diversity in leadership positions within the College of Medicine.
- Promote cultural understanding and cultural competency.
- Expand and enhance opportunities within the College of Medicine at all levels for individuals from all backgrounds.

V. Who Should Be Knowledgeable about This Policy

College of Medicine students, residents, faculty, and staff.

VI. The Policy

1. The College of Medicine promotes the mission of the Medical University of South Carolina to preserve and optimize human life in South Carolina and beyond. In fulfilling the purpose, the College of Medicine embraces the commitment of MUSC to seek and welcome students, faculty, staff and other relevant members of its academic community from all backgrounds, and does not discriminate on the basis of age, creed, gender identity, national origin, race, sex or sexual orientation. The College of Medicine upholds the purpose and commitment of MUSC.
2. The College of Medicine seeks to attract underrepresented in medicine students, residents, faculty, and senior administrative staff. The College of Medicine recruits, enrolls and graduates qualified students and residents, and it recruits, hires, retains and promotes qualified faculty and senior administrative staff. The College of Medicine will attempt at a minimum to rank in the top third of Southeast schools in terms of racial and ethnic diversity.
3. The College of Medicine takes an active role in the development of effective policies and practices and engages in ongoing, systematic, and focused activities to improve the recruitment, education, retention, professional development, mentoring, promotion, and recognition of underrepresented in medicine and female students, residents, faculty, and senior administrative staff.
4. The College of Medicine develops and engages in ongoing, systematic pipeline programs and partnerships to achieve its mission-appropriate diversity outcomes among students, residents, faculty, and senior administrative staff. Pipeline program outcomes are monitored to evaluate the effectiveness of activities in achieving mission-appropriate diversity outcomes.
5. The College of Medicine monitors and evaluates the level of racial and ethnic and gender diversity for students, residents, and faculty within our own institution at various professional levels, collectively and departmentally. In addition, the College of Medicine compares its diversity data to available data from peer institutions, especially in the

Southeast to evaluate the effectiveness of activities in achieving mission-appropriate diversity outcomes.

6. The College of Medicine promotes the advancement of women and underrepresented in medicine faculty in leadership positions, and assesses and compares the rate relative to men and non-underrepresented in medicine faculty in departments within the College of Medicine.
7. The College of Medicine encourages training which promotes cultural understanding and cultural competency in all departments within the College of Medicine, as well as undergraduate and graduate medical education.
8. Department chairs are required to develop and update their departmental diversity plans based on their own department's strengths and areas that are in need of improvement. Department chairs are also required to inform all of their faculty, residents, and staff of their departmental diversity plan and the College of Medicine diversity policy. Progress on each department's diversity plan will be reviewed during annual meetings with each department chair and their Diversity Liaisons and during each department chair's annual evaluation meeting with the Dean of the College of Medicine.

VII. Special situations

N/A.

VIII. Sanctions for Non-compliance

Noncompliance will result in individual meetings with the Senior Associate Dean for Diversity to identify actions needed to comply to the policy. Continued noncompliance will be handled at the discretion of the College of Medicine Dean.

IX. Related Information

LCME Standard 3.3 Diversity/Pipeline Programs and Partnerships

A medical school has effective policies and practices in place, and engages in ongoing, systematic, and focused recruitment and retention activities, to achieve mission-appropriate diversity outcomes among its students, faculty, senior administrative staff, and other relevant members of its academic community. These activities include the use of programs and/or partnerships aimed at achieving diversity among qualified applicants for medical school admission and the evaluation of program and partnership outcomes.

X. Communication Plan

College of Medicine department chairs are educated about this policy through the Dean's Advisory Council. Chairs are reminded of the policy during their regular scheduled meetings with their assigned diversity liaisons and by the Dean. All chairs are required to inform their faculty, residents and staff of the policy and their departmental diversity plan.

XI. Definitions

The College defines underrepresented in medicine individuals based on the racial/ethnic population served by MUSC, including African-American/Black, Hispanic/Latino, and Native-American/American Indian/Native Hawaiian/Pacific Islander.

XII. Review Cycle

Every 2 years.

XIII. Approval History

July 2012.

XIV. Approval Signature

Michael A. de Arellano, PhD

June 5, 2019

Title: Senior Associate Dean for Diversity

Date