

Building Success Through Diversity and Inclusion: A Look at MUSC's Current and Future Initiatives

Michael A de Arellano, Ph.D.
Senior Associate Dean for Diversity
Professor, Department of Psychiatry and Behavioral Sciences

Why Focus on Diversity at Academic Medical Centers

- Political Correctness?
- Affirmative Action?
- Social Justice?
- Laws, Regulatory Standards, Accreditation Standards?
- Educational, Clinical and/or Research Outcomes?
- Public Health Outcomes?
- Financial Outcomes?

Success Through Diversity

- Academic medical centers that “welcome and embrace a plurality of backgrounds and identities are more likely to excel on all levels: education, research, and patient care.” (Nivet, AAMC Chief Diversity Officer, 2012)
- A diverse workforce results in greater innovation, creativity, and discovery. Diversity can result in higher-quality scientific research (Nelson & Quick, 2012; Phillips, 2014).
- The National Institutes of Health (NIH) has identified the lack of diversity in the physician-scientists workforce as a primary challenge to clinical and scientific research (NIH/WGDBRW, 2012).

Success Through Diversity

- Increased physician diversity is often associated with greater access to care for patients with low incomes, racial and ethnic minorities, non-English-speaking patients, and individuals with Medicaid (Marrast et al. 2013).
- Higher education and medical education research shows that diversity affords learners an enriched environment that fosters greater civic engagement, ease with managing diversity, recognition of racism, exposure to different pedagogical approaches, and cognitive complexity (Bowman et al. 2011; Whitla et al. 2003)

Liaison Committee on Medical Education (LCME)

New Standards on Diversity

- Each medical school must develop programs or partnerships aimed at broadening diversity among qualified applicants for medical school admissions.
- Each medical school must have policies and practices to achieve appropriate diversity among its students, faculty, staff and other members of its academic community, and must engage in ongoing, systematic, and focused efforts to attract, retain students, faculty, staff and others from demographically diverse backgrounds.

MUSC Strategic Plans

- **Imagine MUSC 2020** (strategic plan)
 - Goal 2: Embrace Diversity and Inclusion
 - David Cole, MD, MUSC President
 - <http://www.imaginemusccom/musc-imagine-goals/>
- **MUSC Diversity & Inclusion Strategic Plan**
 - Enterprise-wide
 - Willette Burnham, Ph.D. – MUSC
 - Anton Gunn, MSW – MUSC Medical Center
 - <http://academicdepartments.musc.edu/muscdiversity/purpose.html>
 - <http://academicdepartments.musc.edu/muscdiversity/wcd-video.html>

College of Medicine

- **COM Diversity Plan - Overarching Goals**
 - Culturally-competent and inclusive environment
 - Recruitment, retention, and leadership for URM and female faculty
 - Students, Residents, and Faculty
 - Michael de Arellano, Ph.D.
 - <http://academicdepartments.musc.edu/com/diversity/2010-2015%20Diversity%20plan%20FINAL.pdf>
- **Departmental Diversity Plans**
 - Written and executed by each department Chair
- **Individual - We are all responsible**
 - Faculty from all backgrounds are needed to have successful diversity and inclusion efforts.

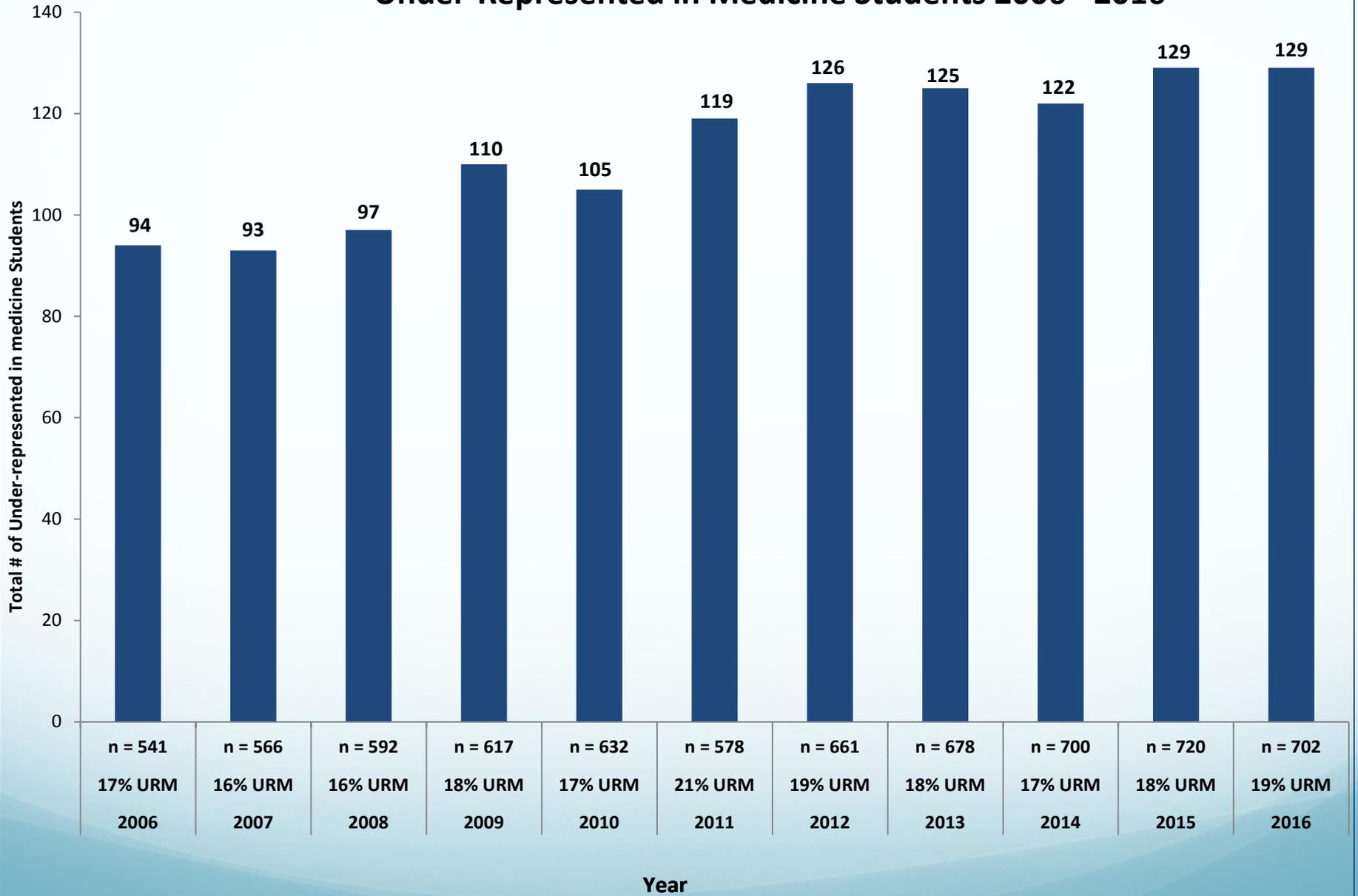
National Data on Matriculated Medical Students - AAMC (2016)

■ Total URM Students	13.7%
■ African American	6.7%
■ Hispanic	6.6%
■ Native American	0.27%

College of Medicine Students

- The College of Medicine has been recognized by U.S. News & World Report as having the fifth largest number of African-American medical students in the U.S., outside of historically black colleges and universities.
- The American Association of Medical Colleges ranks MUSC COM in the 96th percentile for medical schools with the most African-American students.
- We have a current 98.5% graduation rate
 - This and other indicators of successful medical schools (e.g., match rates, Step 1 pass rates) have risen right along with our diversity.

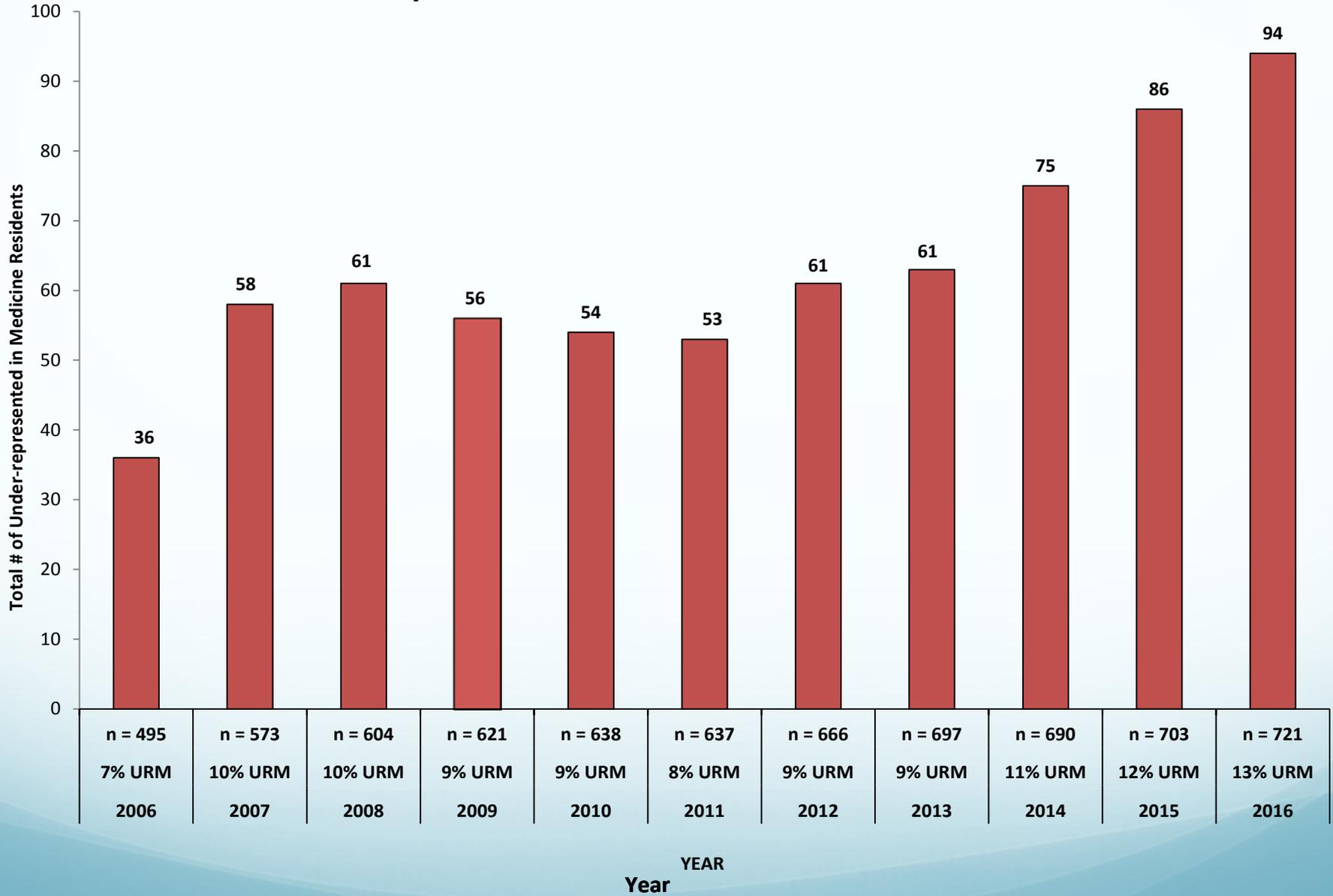
Under-Represented in Medicine Students 2006 - 2016



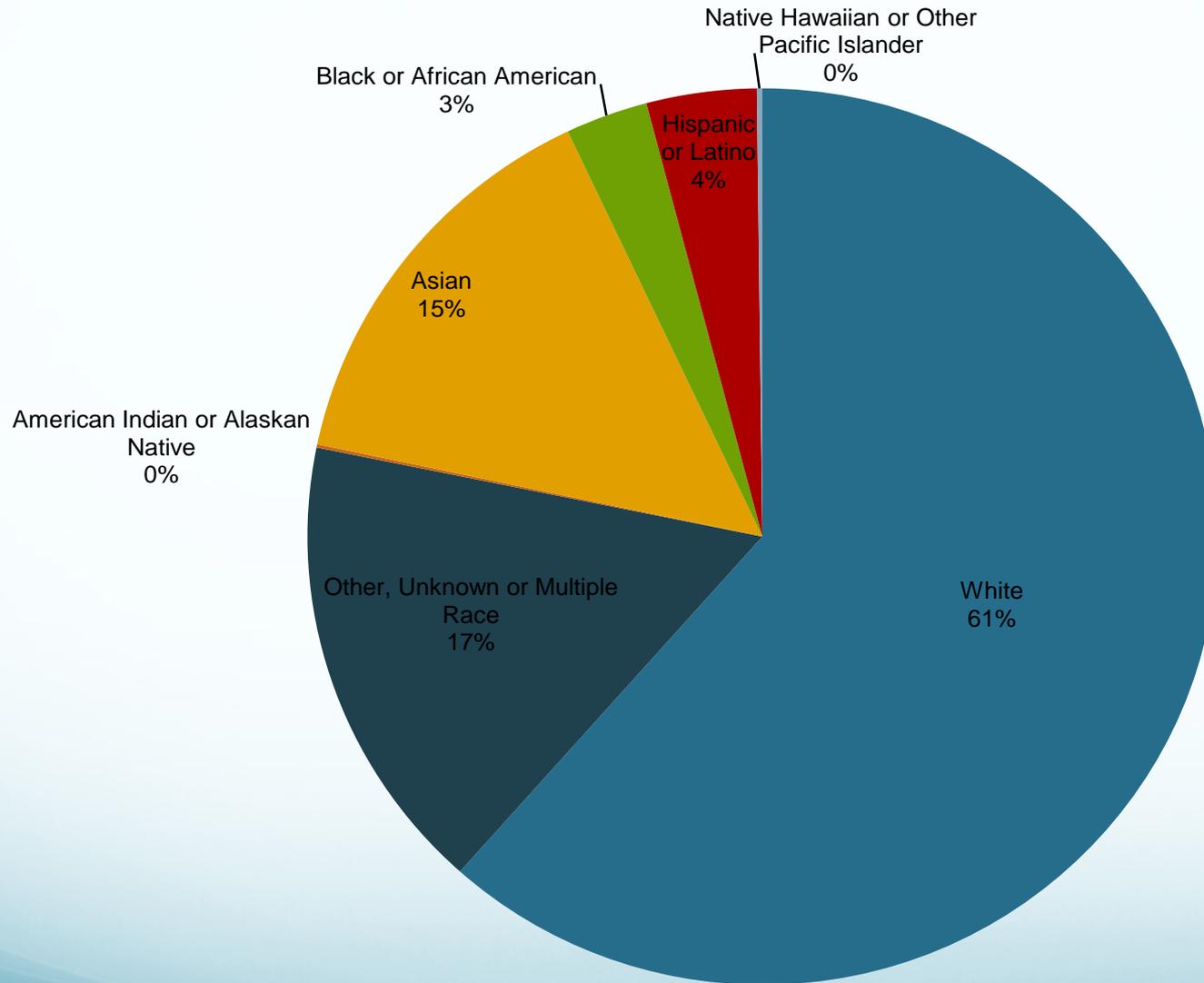
National GME (2016)

- **African American** 4.6%
- **Hispanic** 5.0%
- **Native American/American Indian
or Native Hawaiian, Pacific Islander** 0.2%

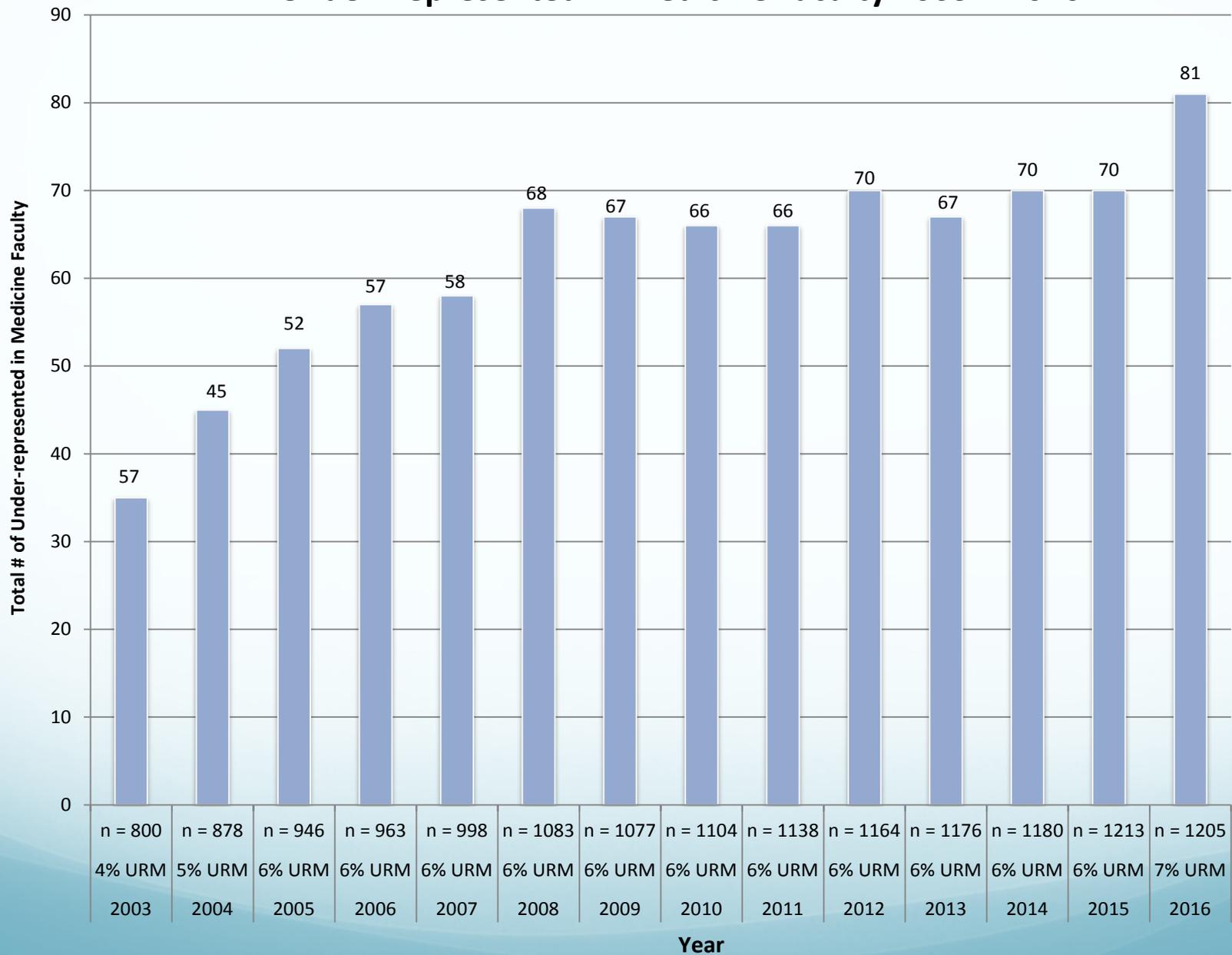
Under-Represented in Medicine Residents 2006 - 2016



U.S. Medical Faculty by Race/Hispanic Origin



Under-Represented in Medicine Faculty 2003 - 2016



COM Diversity - Faculty

- **Women Scholars Initiative**
 - <http://academicdepartments.musc.edu/arrowinitiative/>
- **Advancement, Recruitment, Retention, of Women Science (ARROWS)**
 - Funded by NSF Grant
 - <http://academicdepartments.musc.edu/arrowinitiative/arrows/>
 - Megan McDonough- mcdonoum@musc.edu
- **COM Diversity Committee**
- **Dean's URM Faculty Forum**
- **Faculty Affairs Roundtable Discussions**
- **Training**
 - Dean's Diversity Colloquium, Grand Rounds, other CME events

COM Diversity – Faculty New Initiatives

- Recruitment
 - LCME Tracking
 - URM applicant pool
 - URM offers made
 - Feedback loop to Department Chairs
 - Diversifying the pool
 - Dissemination of job postings to diversity-related outlets
 - Establishing greater presence at diversity-related organizations
 - Recruitment assistance
 - Dean's Office engagement
 - Make more systematic
 - Diversity Ambassadors
 - Build on medical student and resident success and current department initiatives

COM Diversity – Faculty New Initiatives

- Recruitment (Continued)
 - Funding for New URM Faculty
 - 2 years
 - Similar to bridge funding
 - Dissemination of NIH and other federal funding initiatives
 - Diversity data for Department websites

COM Diversity – Faculty New Initiatives

- Retention
 - Encourage utilization of current resources
 - Funding for national training opportunities
 - AAMC Minority Faculty Leadership Development
 - Review mentorship plans
 - Consider Diversity Mentors
 - NIH Center of Excellence grant application
 - Investigator development
 - SCTR SUCCESS Center
 - Special Populations Consultative Services
 - For research and recruitment

What Else?

- Suggestions/Requests?
 - Other networking/social opportunities
 - Mentorship
 - Training
 - Others?

Contact Us

- **Michael de Arellano, Ph.D.**
 - Senior Associate Dean for Diversity
 - dearelma@musc.edu
- **Natalie Johnson, MA**
 - Director of Education and Strategic Diversity Initiatives
 - johnsong@musc.edu
- **Chris Powers**
 - Manager of Recruitment and Diversity Education
 - powersc@musc.edu
- **Kelli Jenkins**
 - Student Services Program Coordinator
 - andke@musc.edu