

UoFSC SOM COLUMBIA

STRATEGIC PLANNING STEERING COMMITTEE

April 22, 2021



WORKING INSTITUTIONAL WORD CLOUD FROM THE CULTURE RETREAT:



South Carolina

COMPARING SOM AND USC VALUES

SOM

- Excellence
- Professionalism
- Collaboration
- Diversity and Inclusion
- Compassion

USC

- Courage
- Inclusion
- Truth
- Integrity
- Empathy
- Excellence
- Service

1. Which of USC's proposed values are most important?
2. Are important ideas missing from UofSC's values?

STRATEGIC GOALS AND OBJECTIVES RELATED TO DIVERSITY, EQUITY AND INCLUSION: 2021-22



- Seek to prioritize goals for which implementation can begin this summer, with progress noted within one year.
- Try to match goals to resources which can be prioritized or allocated. Some areas will likely need some additional personnel and/or other resources to be successful.

PROPOSED STRATEGIC GOALS – DIVERSITY, EQUITY, & INCLUSION

1. Strengthen and/or implement processes and practices that will contribute to a more diverse, equitable, and inclusive SOM student body, faculty, and staff.
 - a. Establish a standing SOM Climate and Culture Committee
 - (1) Develop committee charge
 - (2) Appoint leadership and determine membership
 - (3) Establish expectations for conduct (Carolinian Creed?)
 - (4) Identify priority areas for review
 - (5) Facilitate periodic SOM climate surveys

PROPOSED STRATEGIC GOALS – DIVERSITY, EQUITY, & INCLUSION (CONT.)

1.b. In partnership with SOM HR and UofSC HR, enhance onboarding process for new faculty and staff.

- (1) Conduct new hire orientation 2-4 times/yr to introduce SOM culture.
- (2) Identify a welcoming person for each new hire.
- (3) Identify opportunities to introduce new Prisma Health faculty to SOM.

1.c. Create and sustain opportunities for ongoing learning regarding diversity, equity, and inclusion within the SOM, with expectations for some level of participation by all faculty/staff.

PROPOSED STRATEGIC GOALS – DIVERSITY, EQUITY, & INCLUSION (CONT.)

2. Improve the public image of the UofSC SOM Columbia to clearly reflect the school's commitment to diversity, equity and inclusion.
 - a. Conduct a comprehensive review of the public face of the SOM, to include website, social media, and publications.
 - b. Develop additional online content to provide engaging and inclusive information to community members, govt partners, donors, and prospective students, faculty, and staff.
 - c. Develop a multicultural resource directory for candidates and new hires.
 - d. Develop additional online resources to assist with career development.

PROPOSED STRATEGIC GOALS – DIVERSITY, EQUITY, & INCLUSION (CONT.)

3. Increase success in the recruitment and retention of under-represented minority students.
 - a. Strengthen and/or expand student pipeline programs by summer of 2022.
 - b. Explore additional partnerships with historically black colleges and universities by summer of 2022.
 - c. Identify personnel resources to assist leaders of the Office of Diversity and Inclusion in administration of pipeline programs.
 - d. Continue to prioritize fundraising for scholarships for URM students.

PROPOSED STRATEGIC GOALS – DIVERSITY, EQUITY, & INCLUSION (CONT.)

4. Increase success in the recruitment and retention of under-represented faculty and staff.
 - a. Benchmark SOM performance against national data.
 - b. Conduct exit interviews of departing faculty and staff, using de-identified qualitative data to review our recruitment and retention efforts.