Medical University of South Carolina (MUSC)  
University-Wide Women Scholars Development Plan

**Goal:** MUSC’s success in research, teaching, and clinical care is strengthened by promoting a diverse and outstanding faculty. The plan described herein concentrates on one aspect of achieving diversity: a proactive focus on the recruitment, retention, and advancement (rank, tenure, and leadership) of women faculty.

**Aim 1:**
University Support – The MUSC Women Scholars Initiative (WSI), an initiative whose long-term goal is the promotion of careers of women faculty, will continue to be supported by the Office of the Vice President for Academic Affairs/Provost and the Office of the President at MUSC. The WSI will provide programs and resources to advance the careers of women faculty. Current programs are listed and described subsequently (see MUSC Women Scholars Initiative Programs) and will be evaluated annually for effectiveness.

**Aim 2:**
College-Directed Approach – Colleges will assess the need to improve recruitment, retention, and advancement of women faculty and where indicated will develop strategies, policies, and programs that target these issues. These strategies, policies, and programs should not conflict with existing faculty development efforts or contradict university, state, or federal policies.

Specifically, colleges will examine and develop plans for improving gender equity in:
- tenured and tenure track faculty positions
- faculty who are Associate Professors
- faculty who are Full Professors
- faculty who are Endowed Chairs
- faculty in leadership positions
- salary

**Aim 3:**
Assessment – Increasing diversity in general, to include advancement of women scholars, will be included in the annual review of each college Dean. On a yearly basis, College Deans will provide an updated summary of the above data points. Each Dean will set measurable goals for the upcoming year and will update the College-Directed Approach to attain these goals.

**Aim 4:**
Expertise & Assistance – The WSI will provide expertise and assistance to College Deans and other campus leaders to support achievement of the college-level yearly goals related to the recruitment, retention, and advancement of women faculty at MUSC. Such assistance may include, for example, helping develop strategies for achieving goals, as well as providing recognition to Colleges who excel in the recruitment, retention, and advancement of women faculty.