September 10, 2014

Dear Members of the MUSC family:

As I approach my first 60 days in office, I am struck each day by the extraordinary things occurring at MUSC. One of the many initiatives to be highlighted is the thoughtful work that is taking place with our Strategic Plan for Diversity and Inclusion. It is my pleasure to provide an update on the work that has transpired since the Diversity and Inclusion Retreat this past April. Over one hundred of your peers and colleagues from across the organization have been working early mornings and late evenings since April on the first draft of the strategic plan. As a reminder, the five working groups are:

1. Engagement and Inclusion;
2. Education and Training;
3. Recruitment and Pipeline Development;
4. Communications and Community Outreach; and
5. Performance Outcomes and Metrics.

To-date, they have accomplished the following:

- Drafted an overall Goal Statement for their working group;
- Drafted Objectives to meet their working group’s Goal Statement (typically 3 to 5);
- Drafted Strategies to meet their Objectives;
- Assigned target Milestones for completion (6 mos, year 1, year 2 and 3, or year 4 and 5);
- Conducted a comprehensive view of the diversity of the MUSC enterprise-wide (i.e., a "snapshot" of diversity in the organization, as of 06/30/14); and
- Identified an instrument for an enterprise wide climate survey.

I encourage each of you to reach out to members of these working groups to thank them for their volunteered time and dedication to this work. To help us gauge the success of our collective work in this area, the Performance Outcomes and Metrics group conducted a national review of diversity and inclusion climate surveys. I am pleased to announce that MUSC will conduct its first enterprise-wide Climate Survey this fall. The instrument selected was the only one that met our high standards for validity and reliability, and we will be administering the survey to every member of the community (employees, contractors,
faculty and students). We will need your participation and support for this endeavor, so you will be hearing more over the next month on this!

Proposed Timeline:

- August: preparation of the first draft of the plan
- Early September: disseminate to Steering Team and Senior Leadership
- September: finalize draft of plan
- October: review draft with the Board of Trustees
- Late October /Early November: Climate survey
- November: Meet with Steering Team to plan for implementation
- January 2015: begin implementation

As we begin the next phase of the work, which is implementation of the plan, your feedback is important. Every effort will be made to keep you abreast of our progress. You have my assurance that this is clearly a top priority for our institution.

Thank you for your continued support and commitment to this as we continue to Change What is Possible at MUSC!

Sincerely,

David J. Cole, MD, FACS
President