Greetings MUSC Family!

I hope that you have had a wonderful summer! I am very excited about the new academic year that awaits us and the opportunities to collaborate and share our innovative and inclusive programs, services and ideas with one another.

I would be remiss if I did not take a moment to respond to the recent tragic events in Charlottesville, VA and on the University of Virginia’s campus. Like many of you, I am left speechless, shocked and dismayed at the blatant acts of racism, sexism, heterosexism and anti-Semitism that transpired! I struggle to make sense of it all. Yet, in the midst of my personal struggle, the recent events have given me a greater sense of clarity regarding my purpose and commitment to partnering with you, the MUSC family in the work we call “Embracing Diversity and Inclusion”!

In keeping with the community message from our President, Provost and CEO of MUSC Health, I also want to remind everyone that my team and I remain available to provide and/or refer you to the best services available to assist in your ongoing emotional and physical well-being.

This month we celebrate all that new beginnings have to offer. I welcome our newest students, faculty and staff to campus! I stay to those who are not new, and continue with us on this journey of Imagine 2020, thanks for remaining diligent and for being a relentless partner in the work that I love so much! In this issue we remind you of all that has happened since our last newsletter, share upcoming programs/events and acknowledge the continuing work that touches every aspect of our community. During the next two months we celebrate one of our core values RESPECT and Hispanic Heritage Month, which spans September 15th through October 15th. Look for more details about both of these in this newsletter, on Yammer and on bulletin boards and digital monitors across the enterprise.

Until next time, I would like to leave you with this quote, “To be one, and to be united is a great thing. But to respect the right to be different may be even greater.”

I remain yours in service,

Willette S. Burnham-Williams, PhD
University Chief Diversity Officer Title IX Coordinator
burnham@musc.edu
UPCOMING CAMPUS WIDE TRAININGS

Handling Controversial Issues (Campus Wide)
Thursday, September 14, 2017
9:00 a.m.—1:00 p.m.
MUSC Community Training Center, 1 South Park Circle, Suite 300 Room 301 A Charleston, SC 29407

Embracing Generational Differences in the Workplace (Campus Wide)
Thursday, September 21, 2017
10:00 a.m.—12:00 Noon
Basic Science Building Room 502

Welcoming Diversity (Campus Wide)
Wednesday, October 11, 2017
8:30 a.m.—5:00 p.m.
MUSC Community Training Center, 1 South Park Circle, Suite 300 Room 301 A Charleston, SC 29407

CLICK TO ACCESS MYQUEST

Do You Know Your Diversity Officer/Ambassador?

College of Medicine
Dr. Michael De Arellano
Ms. Natalie Johnson

College of Graduate Studies
Dr. Edward Krug
Dr. Cindy Wright

College of Health Professions
Dr. Karen Wager
Dr. Cristina Smith
Adrianne Edge

College of Dental Medicine
Dr. Joe Vuthiganon
Dr. Elizabeth Pilcher
Dr. Gwendolyn Brown
Ms. Pearl Givens
Ms. Jamie Fisher

College of Nursing
Dr. Cristina Lopez
Dr. Debbie Chatman-Bryant

College of Pharmacy
To Be Determined

Office of Student Programs & Student Diversity
Dr. Tajaun Wilson
Dr. Dante Pelzer
News from the College of Health Professions, College Diversity Officer

Contributor: Dr. Karen Wager, Chair, CHP Diversity Committee

This has been an extraordinary year for the College of Health Professions in terms furthering its diversity and inclusion (D&I) initiatives. Coordinated and led by the CHP Diversity Committee, the College developed and implemented a D&I strategic plan with a primary focus on increasing diversity of students, faculty and staff; implementing mentoring and professional development opportunities; and building increased capacity to support the unique needs of a diverse community. Some of the College’s most notable achievements include:

♦ Holistic Approach to Admissions. Virtually all the academic programs in the College have explored and are implementing a holistic approach to admissions. Holistic admissions consider the applicant’s unique experience in addition to traditional measures of academic achievement such as grades and standardized test scores. Admission criteria are linked to each program’s mission and goals and applied equitably among the applicants.

♦ Establishment of Pipeline Program. The College accepted its inaugural class into the BS in Healthcare Studies. Designed for students who complete their associate degree at SC two year technical and community colleges, the program is offered primarily online with one long weekend on campus per semester. Graduates of the program may work in health promotion or pursue advanced degrees in various health professions. The program provides students with access to affordable, flexible education.

♦ Student Diversity Leadership Council. Throughout the year, the Student Diversity Leadership Council hosted a wide range of educational sessions on important topics including safe zone training, health care disparities, diversity in health care workforce, and serving the health care needs of the LGBT community. Pictured to the right is Mr. Anton Gunn, Chief Diversity Officer, MUSC Health with members of the SDLC following presentation.

♦ College Establishes New Diversity Position. Ms. Adrienne Edge was recently promoted to new position within the College as Associate Director for Student Diversity and Community Outreach, housed in the CHP Student Life office. In this new role, Ms. Edge will provide leadership in advancing the College’s recruitment and retention of underrepresented minority students, fostering new relationships with historically black colleges and universities, and recruiting for distance-based programs designed for working professionals. She will also work closely with program faculty and the university student programs office to provide mentorship and support services to students. Adrienne has already hit the ground running in collaborating with and coordinating student recruitment activities with college recruiters across the MUSC enterprise.

♦ Diversity of Students: Data Trends. Underrepresented minority students (Hispanic or African American, American Indian/Alaskan, Pacific Islander) comprised 14.5% of the new students in 2016, up from 9.6% in 2012. Asian students comprised 4.2% of the incoming class in this same year, up from 2% in 2012. Approximately 70% of students are women.

Ms. Adrienne Edge

♦ Increased Scholarship Opportunities. The College of Health Professions continues to increase the scholarships available to students. Several scholarships give preference to non-traditional and underrepresented minority students including:

◊ Brown Family Book Scholarship
◊ Jamie and Emily Thomas Scholarship Fund
◊ Jesse Ray “Mac” McGrady, Jr. Scholarship
◊ Kim Martino Minority Scholarship
◊ Kitty Lou Tilghman Scholarship
◊ Jesse Ray “Mac” McGrady, Jr. Scholarship
◊ Sherlonda T. Adkins and Family Scholarship

MUSC Health Chief Diversity Officer, Anton Gunn, and CHP Student Diversity Leadership Council: From left to right: Dr. Cristina Smith, Faculty Advisor; Jesse Fenton, Michelle Ascanio, Parker Rhoden, Sonia Kohli, Mr. Anton Gunn, Shirrina Whig, Tianyu Zhu, Michaela Memorris, Sam Ruotolo

The College strives to increase both the number and amount of scholarships available to all students.

CHP Diversity Committee Members
Dr. Karen Wager, Committee Chair, Professor and Associate Dean for Student Affairs
Ms. Naomi Sampson, Director of Executive Operations and Project Management
Ms. D’Andra Roper-Shine – Program Assistant, Center for Rehabilitation Research in Neurological Conditions
Dr. Jami DellFraine, Professor and Chair, Dept of Healthcare Leadership & Management
Dr. Rick Segal – Professor and Chair, Dept of Health Professions
Dr. Sandy Bortherton – Professor, Physical Therapy
Dr. Craig Velozo – Professor and Division Director, Occupational Therapy
Dr. Hazel Breland – Associate Professor, Occupational Therapy
Dr. Cristina Smith – Assistant Professor, Occupational Therapy
Dr. Aaron Embry – Research Associate and PhD Student
Dr. Taham Wilson – Executive Director, Student Programs and Student Diversity, MUSC
Ms. Adrienne Edge – Associate Director of Student Diversity & Community Outreach
Ms. Elizabeth Brown – PhD Student, Health and Rehabilitation Science
Mr. Spencer Baron – Student, Doctor of Physical Therapy
Ms. Erin Skinner – Administrative Coordinator, Dean’s Office, CHP

www.musc.edu/univdei     |    843.792.1072 (o)      |      843.792.1288 (f)    |  henderco@musc.edu
A Note of Gratitude

There are not enough words for me to adequately express my sincere appreciation for your many acts of kindness during the sudden passing of my mother, Mrs. Doretha W. Jenkins and my maternal grandmother, Mrs. Luvenia W. White. Also during that time Travis and I had two uncles (Mr. Rolfe Wright and Mr. Ernest Wright) to pass in Arkansas. It has been a challenging time, but with your support we continue to face each new day. I find it appropriate that we are in the initial stages of the RESPECT campaign. Each of your correspondences, cards, gifts have truly been in such respectful taste and decorum; so much so that my extended family now feel like they are a part of my MUSC family. You truly epitomized how on campus and in the community we work daily to “create an inclusive experience for the lives we touch.” I am humbled and honored.

Many blessings,

Dr. DaNine J. Fleming

and the Jenkins-White-Reid-Wright families.

During the months of August and September we Celebrate RESPECT as a Core Value at MUSC

SHOW US YOUR RESPECT

MUSC and The Office of Diversity, Equity and Inclusion would like to see your Respect images. To highlight RESPECT in the workplace, we will be adding your favorite images to our Yammer page during August and September. Prizes will be awarded for images selected.

Please submit your RESPECT images to suttonp@musc.edu and join us on Yammer.

YAMMER

Email Paula Sutton
Highlights & Insights from Americans with Disabilities Act (ADA) Webinar

Sponsored by the Department of Diversity, Equity and Inclusion, on July 26, 2017, Michael Vanderhurst, EEO/AA Program Manager in the Department of Diversity, Equity and Inclusion hosted for Compliance Officers among others, and ADA Compliance Webinar. Those present, were given valuable information which will help all, avoid common mistakes, as well as how to prepare for an OCR Investigation.

The Webinar was presented by Paperclip Communications and was both informative and engaging and covered an array of topics including:

♦ Changes with respect to ADA and Section 504 compliance and how they relate to your institutions.
♦ Steps to help institutions update current policies related to ADA Guidelines
♦ Steps and knowledge into the Audit Process

Almost all Higher Education Institutions are subject to either ADA or 504, or both regulations; which protects against discrimination of both students and employees, based on documented disabilities. Section 504 of the Rehabilitation Act of 1973 is enforced by to Office of Civil Rights at the U.S. Dept. of Education. Each college at MUSC has its own ADA College Coordinator who work with Mr. Vanderhurst to ensure that the rights of our students are upheld, not only to remain in compliance but to maintain our value of respect for all people and to continue the efforts of creating and inclusive experience for the lives we touch.

Michael Vanderhurst
Department of Diversity, Equity and Inclusion
EEO/AA Program Manager
BSB 104
2-1282, Fax 2-1288
vanderm@musc.edu

Helpful Links:
https://www.ada.gov/
http://www.higheredcompliance.org/resources/disabilities-accommodations.html

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The Summer Youth Employee Program is an amazing program sponsored by the Department of Diversity, Equity, and Inclusion. Being in this program gives high school, as well as college students, the chance to engage in different areas of a work environment around the MUSC campus. This summer, for eight weeks, there were 15 students who were spread across the campus and assigned tasks in their various areas of work. While here, I along with the other students got a chance to make connections with different people who are in the career field we are hoping to be a part of in a few years.

There are many opportunities offered for us to job shadow someone who works anywhere around the campus whether it is in the hospital or one of the six colleges or other departments. Each Friday, we attended Professional Development Sessions. In these sessions, we were able to meet with our peers to discuss the week, over a professional lunch. We also had different professional sessions during the Friday meetings and did different activities.

Some of the Professional Development opportunities we had, included touring the SIM Lab at the College of Nursing, trainings, and meeting the president of MUSC, Dr. Cole. The Friday Sessions were always enjoyable because it helped me understand how to work with different generations or just how to better myself in life and as a professional.

I am always hearing that MUSC is more than just a hospital it is also a university. I have not only gotten a chance to work at MUSC but I am also a patient here, as well so I am able to relate on both sides. I never understood exactly what that meant until I became a summer intern here in the Department of Diversity, Equity and Inclusion.

This statement “MUSC is more than a hospital” means that MUSC not only heals people, but also helps people and teaches students to become great healthcare providers.

During my eight weeks here at MUSC, I have made some amazing connections with people all over the MUSC campus. The program also taught me how to handle my work assignments, dress in a professional manner, and how to present my professional character.

This is my second year attending the program and I really enjoy the atmosphere of being around people who I aspire to be like in the future. This program has shown me that I can do and be whatever it is I want to become in life and I don’t have to settle for what people say about me or my future. I really do have hope for the Summer Youth Program to continue so that it can help students not only in an academic way, but on a professional and personal level.
Summer Youth Employee Program At-A-Glance

Students have a Round Table Session with MUSC President David J. Cole, M.D., FACS

Several Summer Youth Employees at the MUSC Photo Booth at the RiverDogs Rainbow Night!

Students participate in a simulation at the College of Nursing’s SIM Lab

Students tour the MUSC Campus with Mrs. Shar Atkins, Office of Marketing and Communications
Embracing Generational Differences in the Workplace
Thursday, September 21, 2017
10:00 a.m. until 12:00 Noon
Basic Science Bldg. Room 502

Handling Controversial Issues
September 14, 2017 @ 9:00 a.m.
MUSC Community Training Center

National Coalition Building Institute
Welcoming Diversity
Wednesday, October 11, 2017
8:30 a.m. until 5:00 p.m.
MUSC Community Training Center

Health Care Theater
This monthly program provides a forum for MUSC care team members to debrief difficult cases and share strategies to support families, colleagues, and themselves. One hour of Diversity Education training will be provided. Participants must register via MyQuest. The following programs are planned for August and September.

Religious/Cultural “Zebras” and Stereotypes
August 8, 2017
1:30 pm - 2:30 pm
300 Clinical Science Building (CSB)

Patient-Centered Care: Challenges and Rewards
September 12, 2017
1:30 pm - 2:30 pm
300 Clinical Science Building (CSB)
Upcoming Programs and Observances

Office of Student Diversity and Student Programs

Multicultural Orientation and Resources for Excellence (MORE)
Learn more about all the new initiatives sponsored by Student Diversity.
Meet new and returning students from across the university.
August 29, 2017 at 12:00 noon – 1:00 p.m.
Harper Student Center Auditorium
*Lunch will be served*

Student Diversity Mixer
Eat, Dance, Drink, Laugh with peers from all six colleges at this happy hour event
September 7, 2017 from 6:00 p.m. – 9:00 p.m.
The Room on Meeting (Above Sticky Fingers on Meeting Street)
*Free food, free drinks, live entertainment*
**RSVP list will be live soon through the Student Programs/Student Diversity website**
Title IX Tips and Quick Facts

What all faculty and staff need to know! YOU are a responsible employee?

Under Title IX, all members of the MUSC faculty and staff are designated as “Responsible Employees”. Specifically the definition is, “all employees who know or reasonably should know information related to harassment or other sexual misconduct (except if the person received that information through a privileged relationship such as a licensed therapist working with his or her client or an attorney giving legal advice to their client) must inform and disclose all information related to sexual misconduct reported to her/him to the University’s Title IX Coordinator; Dr. Willette Burnham-Williams, burnham@musc.edu, 843-792-1072.

Responsible employees MUST discuss information shared by students with the Title IX Coordinator if that information divulges a conflict and/or breach of MUSC Title IX policies.

Why MUST responsible parties report?

To ensure that: student/reporter’s needs are timely met, that the accused/respondent is treated fairly and campus safety needs are met.

For more information about your role as a responsible employee, email Dr. Burnham-Williams, call OR come to the Title IX Lunch and Learn, August 30, 2017, from noon until 1 pm in Basic Science Building 302.

If you would like to contribute an article or post an announcement from your department or college as it relates to Diversity & Inclusion, or flyer of your event, training or workshop, please submit your request via email to: henderco@musc.edu.

Our Areas of Service

Affirmative Action/Equal Employment Opportunity (AA/EEO)  Learning Development Technologies
Americans with Disabilities (ADA)  Training and Intracultural Education
Coordinate the Oversight of the MUSC D&I Strategic Plan  Title IX Concerns