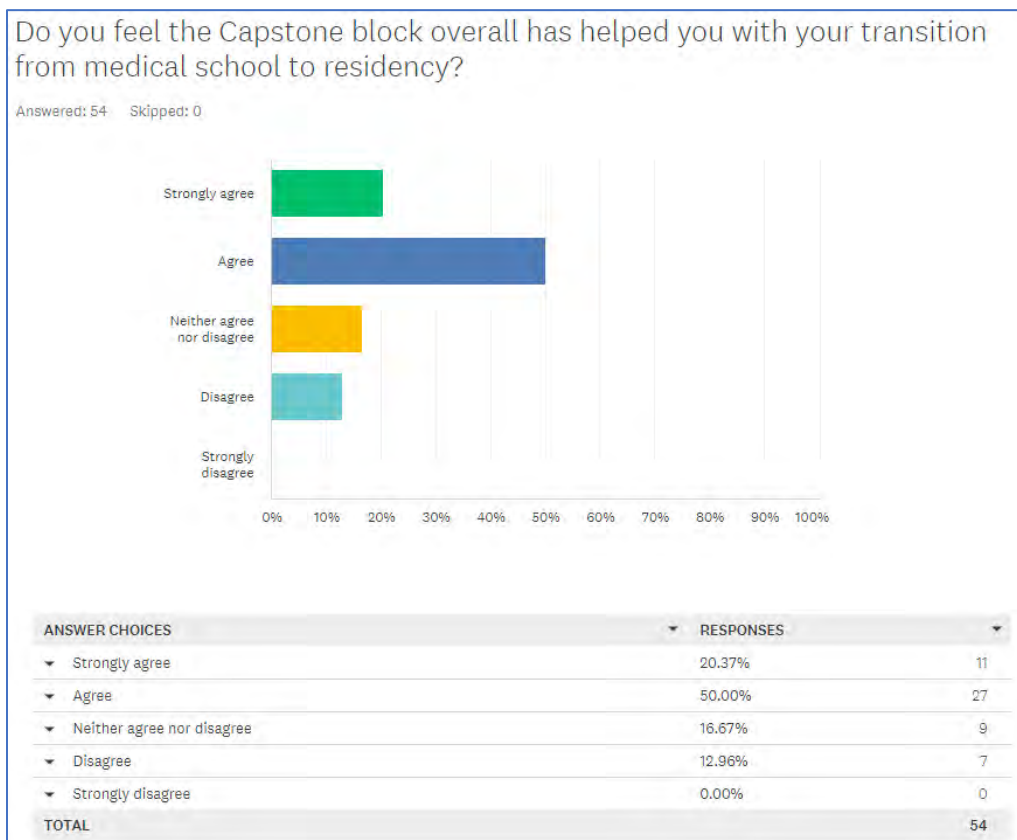


# Blueprint for Academic Excellence School of Medicine Columbia 2023-2024

## 2022-2023 Goals Accomplishments and 2023-2024 Plans for Accomplishing Goals

**1. Curriculum Innovation** – Continue innovating the medical student curriculum by redesigning the Capstone rotation for M4 Spring 2022 to facilitate students’ transition to residency, designing and offering an integrated block for M2 Spring 2022, and assessing innovations in the M1/M2 courses.

**Accomplishments:** The redesigned four-week Capstone rotation along with the Transforming Health Care course was successfully introduced to M4 students in the Spring of 2022. A majority of students who completed the rotation evaluation agreed or strongly agreed that the block helped them with their transition to residency.



The SOM continued to implement the new curriculum over the past year. In spring 2022, the new year 1 curriculum was implemented for the second time and the new year 2 curriculum was implemented for the first time. In fall 2022, the faculty continued with the new year 1 curriculum and the new year 2

curriculum was implemented for the second time. The numbers below reflect summaries of course evaluations for each semester by year and by course. Scores range from 1-5 with five being the highest and 1 being the lowest.

Spring 2022 Basic Science Coursework

M1	ICM I	ACE I	Molecular Med	Med. Phys.	AVG
AVG	3.57	4.44	4.00	4.74	4.18

M2	ICM II	ACE II	GI	Endo/Repro	Neuro	Inte-grated	AVG
AVG	3.64	4.50	4.60	4.59	4.51	4.06	4.32

Fall 2022 Basic Science Coursework

M1	ICM I	ACE I	FMA	AVG
AVG	3.76	4.63	4.70	4.36

M2	ICM II	ACE II	GP	CV	Pulm	Renal	Heme	MSK	AVG
AVG	4.19	3.77	4.61	4.43	4.39	4.49	4.26	4.21	4.29

**Next year plans:** The four-week Capstone rotation will again take place in the Spring of 2023. After reviewing feedback, the Transforming Health Course was positioned earlier in the curriculum, with a move to the M2 year approved by the Curriculum committee. The Integrated Block was implemented for the first time in Spring 2022 and has been modified based on feedback from students for Spring 2023. Curriculum Committee and Subcommittees, Course Directors, and Clerkship Directors will continue to assess curriculum changes and develop more robust assessment metrics.

**2. School of Medicine Florence Regional Campus** - In partnership with USC and academic and health care partners in the Pee Dee Regin, plan for at least a 50% increase in the average number of medical students pursuing clinical training on the Florence Branch campus by 2025.

**Accomplishments:** During the 2022-23 academic year, USC leaders, including the USC Provost and USC President, have actively participated in the Pee Dee Medical and Health Sciences Education Consortium (PDMHSEC). The SOM Florence Branch Campus dean role has been elevated to a full-time Associate Dean position, in preparation for increased student volumes beginning in the summer of 2023. We anticipate 18 medical students will begin their third year of training in summer of 2023, and a similar number will be added in the summer of 2024. Additional clinical faculty are being recruited on the Florence Branch Campus, and the SOM is strengthening the ties of the USC SOM Columbia to those faculty members.

**Next year plans:** In partnership with USC and academic and health care partners in the Pee Dee Region, plan for at least a 50% increase in the average number of medical students pursuing clinical training on the Florence Branch campus by 2025.

**3. Student Success and Wellness Center** – In 2022, expand wellness services to include mental health counseling and stress management programs, introduce study skills/learning process into orientations and maintain student satisfaction with tutoring support at or above the national average.

**Accomplishments:**

- Attendance at Academic Support Sessions has increased each year growing over 300% in four years.
- A part-time mental health counselor was hired to provide up to 12 hours per week of mental health services to our students. Her time has expanded to 24 hours per week and will increase up to 30 hours per week by September 2023.
- Mindfulness seminars, stress management and resilience sessions have been implemented, while continuing with therapy dogs and seasonal wellness programming.
- Orientation information for PA and MD programs provided, focusing on transition to those programs, learning processes and study skills.
- Student Success Center Director and staff had individual meetings with students based on testing outcomes.
- Student Success Center Director had individual meetings with all MD program students as they prepared for USMLE Step 1 exam.
- Provided residency interview space for 30 students in 2022-2023.
- Our most recent graduating class rated us above the national average in satisfaction with tutoring support.

<b>Academic Support Sessions</b>				
<b>Content Area</b>	<b>2018 Fall Semester Attendance</b>	<b>2019 Fall Semester Attendance</b>	<b>2020 Fall Semester Attendance</b>	<b>2021 Fall Semester Attendance</b>
<b>Graduate Programs</b>				
Biochemistry				89
<b>MD Programs</b>				
Anatomy	46	271	433	650
Biochemistry	136	78	N/A	N/A
Histology	59	231	320	419
Microbiology	11	18	289	137
Pathology	5	21	363	186
Pharmacology	N/A	N/A	N/A	158
<b>MD Total</b>	<b>257</b>	<b>619</b>	<b>1405</b>	<b>1550</b>
<b>Other Programs</b>				
General Student Skills		123	Meditation and Managing Stress 36	Mindfully Managing Stress Mondays

				19
"How I Changed My Study" Panel				40
Speed Dating		17	13	1
Step Panel			57	
Therapy Dogs				220
<b>Total with all programs</b>	257	759	1511	1919

<b>Academic Support Sessions</b>				
	<b>2019 Spring Semester Attendance</b>	<b>2020 Spring Semester Attendance</b>	<b>2021 Spring Semester Attendance</b>	<b>2022 Spring Semester Attendance</b>
<b>Graduate Programs</b>				
Anatomy	90	142	213	291
Physiology	114	70	378	325
<b>MD Programs</b>				
Neuroscience	74	95	N/A	N/A
Biochemistry	128	50	588	463
Physiology	41	89	573	500
Microbiology				7
Pharmacology	12	22	299	24
Pathology	4	13	304	28
<b>MD Total</b>	<b>259</b>	<b>269</b>	<b>1,764</b>	<b>1,022</b>
<b>Other Programs</b>				
STEP Prep	510	133	360	86
Study Skills		23	30	103
Mindfulness				15
Therapy Dogs			220	135
<b>Total with all programs</b>	<b>973</b>	<b>637</b>	<b>2,965</b>	<b>1,977</b>

Other Wellness Support programs include March Madness Brackets, an Egg Hunt, and regular appearances by T-Rex (Exam Rex, Valentine Rex, Therapy Dog Rex).

**Next year plans:** This goal has been fully accomplished and will not continue as a 2023-2024 goal.

**Goal 4: Doctoral Program in Nurse Anesthesia** – Complete transition of nurse anesthesia master's program to a doctoral program by May 2022 and maintain National Board pass rates above national average.

**Accomplishments:** All students progressed to second year, with a new cohort starting in May 2022, and with 3rd cohort scheduled to begin in May 2023. Class sizes have increased from 26 in 2021, to 33 in 2022, and will rise to 36 in 2023, thus helping to meet the needs of the state. Application numbers have risen 25 percent over two years. NA Program continues to have National Board pass rates well above national average. 100% of the graduating class (2022) secured employment upon graduation, and greater than 60% were employed within South Carolina. Upstate (Greenville) Nurse Anesthesia Campus cohort increased from 10 to 13 students in 2021, with the cooperation of our clinical partner, Prisma Health. The program has also been approached by other health care entities and is working with them to provide rural training.

**Next year plans:** This goal has been fully accomplished and will not continue as a 2023-2024 goal.

**Goal 5: Implement School of Medicine Five Year Strategic Plan (2017-2022)** - Implement or begin implementation of all key elements of the 2017- 2022 SOM Strategic Plan prior to the end of 2022.

**Accomplishments:** By the end of 2022, approximately 80% of the goals articulated in the SOM Columbia 2017-2022 strategic plan had either been met or were in the process of being met through specific action steps that were underway. Examples of significant results achieved include: (1) Completion of the most comprehensive medical student curricular revision in a decade, (2) Establishment of a Student Success Center, (3) Establishment of the Research Center for Transforming Health, (4) A significant increase in faculty scholarly publications, (5) A significant increase in student scholarship funding, (6) Expansion of diversity and inclusion programs, (7) Establishment of a SOM Culture and Climate Committee, and (8) Expansion of many SOM – Community partnerships, and (9) Initiation of the formal planning process for the new USC Health Sciences Campus on Bull Street. Many goals related to clinical partnerships were affected by changes in organizational relationships, such as the migration of the PH-USC Medical Group into the Prisma Health system. Thus, some clinically related goals, e.g., the goal to enhance patient data registries and data warehousing to facilitate clinical research, were delayed, modified, or deleted.

**Next year plans:** Finalize an updated three-year SOM Strategic Plan (2023-2026) by fall of 2023. This plan will carry-forward some existing goals that remain works in progress. The plan will also incorporate new goals related to ongoing curricular enhancement, promotion of translational and clinical research, faculty development, and support of our administrative staff.

**Goal 6: LCME Accreditation Response** – Submit program status report to LCME by December 2022 which includes results of surveys of students on cited elements.

**Accomplishments:** School of Medicine remains fully accredited after the 2017 LCME site visit for a full 8 years with the next site visit scheduled for 2024-2025. Accreditation-related activities in the past year include:

- Conducted surveys of students in Fall 2022 on cited elements from the February 2022 LCME response to our status report.

- Produced annual CQI report of monitored LCME elements for the 2021-2022 academic year. Report has been presented to the Executive Committee and is pending approval at their April 2023 meeting.
- Program status report submitted to LCME in December 2022. In March 2023 the LCME responded that our program status report was accepted, we remain under full accreditation, and no further follow-up is needed prior to our accreditation site visit in 2024-2025. Of the four elements requiring monitoring, one was deemed satisfactory and one was maintained as satisfactory with monitoring. Two elements were changed to unsatisfactory (research opportunities and career advising) and the LCME survey team was directed to follow on both of these elements at the time of the site visit. In both of these areas that were deemed unsatisfactory, significant steps have already been implemented to address concerns. Both areas will be further reviewed to ensure that all reasonable actions have been taken to ensure that these areas are fully compliant with LCME standards well before the 2024-2025 site visit.

**Next year plans:** LCME response goal is complete at the time. We will move to next phase, which is the self-study and site visit preparation. Goal will be updated as follows.

**LCME Self-Study Preparation** - In the late summer or early fall of 2023, SOMC will begin the year-long self-study process in preparation for our LCME accreditation site visit in Winter/Spring 2025. We will continue to monitor progress on any additional elements of concern identified through our CQI process/report. We will form committees in the late Summer/Fall 2023 involving students and faculty to begin the self-study process with work to be completed by Summer 2024.

**Goal 7: Rural Health Center of Excellence** – In collaboration with the SC Department of Health and Human Services and multiple partners within USC, continue to expand rural and primary care education, delivery, and sustainability in South Carolina through clinical practice, training and research throughout 2022 and 2023.

**Accomplishments:** Proposal for Center of Excellence and ICARED funding for rural health in legislative cycle was finalized and funds from SC DHHS were allocated - total of \$41.5M since 2017. Funding increased to \$7.5M recurring starting 2022-23, with a one-time allocation of \$3.0M for 2022-23 (for the Rural Network Revitalization pilot project). The Center currently funds 65 programs across the entire state, with partners who serve in more than 40 locations. More than 8,700 rural patients were directly served in 2022 alone, which eliminated more than 240,000 miles of travel for these patients. More than 200 students and residents have participated in these funded activities.

Other significant accomplishments of the Center include:

- Establishment of state-supported health professions scholarships/forgivable loans and incentive programs for medical students, physician assistants, advanced practice registered nurses as part of pipeline program in South Carolina.
- A new primary care residency program was funded in Sumter (2019), with 4 residents per year, and a Pharmacy Residency Program was funded in Sumter (2021). The USC-Prisma Health Preventive Medicine Residency was supported (2020-present) and a rural training track for the College of

Pharmacy was developed (2019-present). Funding was expanded to support additional programs related to maternal /child health, and behavioral health.

- Creation of the SC Healthcare Resource Dashboard - <https://arcg.is/OfLSCW>
- Implemented rural practitioner/staff development and practice enhancement micro-grant program in Partnership with SCORH.
- Educational and training programs for medical students and allied health professions, including nursing, social work, pharmacy, and community health workers, were expanded in rural areas.
- A division of community engagement was developed to facilitate community-based programs.
- Funding of nine library systems across the state to connect residents to the health care system; these locations served more than 13,000 patrons, with more than 500 referrals to medical partners.
- A technical assistance division for mobile health units across SC was established and an enhancement grant program was managed for these units. Mobile health units were provided with \$2 million in funds to upgrade their service capacities in 2022.
- In partnership with Claflin University and the community at large, a campus-wide health and wellness program has been established in Orangeburg, SC.

**Next year plans:** During the 2023-2024 academic year, the Rural Health Center of Excellence will expand educational partnerships across the USC System and increase collaboration with HBCUs and rural-serving institutions. The Center will expand ICARED / care subsidy program to other health systems across the state. In partnership with DHHS and other health care partners, the Center will continue to expand mental and behavioral health services..

**Goal 8 – Research and Collaborations** – Expand SOM external sponsored awards and faculty scholarly productivity through the promotion of collaborations and interdisciplinary research.

**Accomplishments:** School of Medicine Columbia (SOMC) faculty continues efforts to grow the federal research portfolio including NIH funding awards. For FY 2022, the total NIH funding for the SOM was \$12,294,762 (USC Sponsored Awards Dashboard).

Year to date (July 1, 2022 through February 28, 2023), total SOM Columbia sponsored awards are up 6% compared to last year (USC Sponsored Awards Dashboard)

Sponsored Awards Year-to-Date Comparison			
Table shows sponsored awards by source year-to-date compared to prior, same point in time. (July 2022 - Feb 2023)			
February Fiscal Year-to-Date Comparison			
*Data as of February 28, 2023			
	2023	2022	
Federal	19,705,507	16,575,346	119%
Private	1,345,106	1,204,260	112%
State Govt	3,571,756	4,612,635	77%
Local Govt	229,500	116,676	197%
Commercial	-95,162	370,668	-26%
Other	917,405	1,256,172	73%
Grand Total	25,674,112	24,135,757	106%

We have also continued to build a strong funding base with junior faculty and post-doctoral fellows through the NIH-K/R mechanisms and career development awards. The SOM faculty continue to also garner significant VA funding, totalling \$3 million this past performance period. In addition, several SOM faculty have been provided VA eligibility and career development awards, signaling future growth in this funding source. Our major goal remains to establish long term, sustainable federal funding which is a key indicator of faculty productivity and engagement.

As in the past, the SOMC continues to collaborate significantly with other entities within USC and to pursue new funding with the School of Public Health, Bioengineering and Arts and Sciences. Major initiatives developed over the past year include an NIH UO1 for the study of colon cancer disparities involving several USC colleges and in collaboration with other peer aspirants.

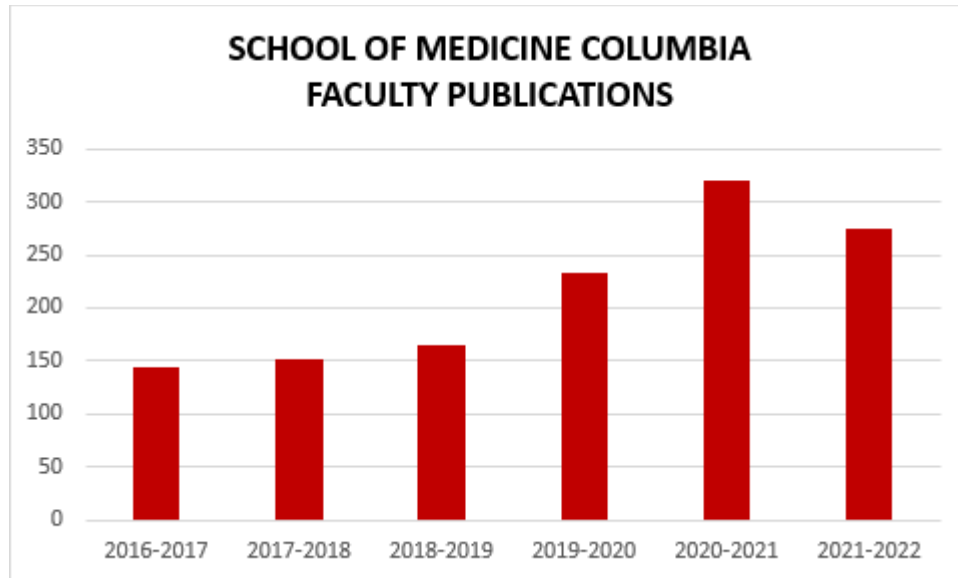
**Research Center for Transforming Health (RCTH)** - The RCTH has continued to develop an expanded role in engaging clinicians in research opportunities, and is now in a third year with a formal contractual relationship with the Columbia VA. The RCTH increases engagement of our health systems partners in relevant clinical research, fosters collaborative research across departments and colleges, and developing strategies to address rural health/health disparities in partnership with the SC Center for Rural and Primary Healthcare. The SOM RCTH and the USC VPR Office are collaborating to stand up data managers to facilitate clinical data access within the Prisma system. Both the USC-Prisma Seed Grant program and the Emerging Physician Scientist (EPS) Programs were continued his year.

**Cardiovascular Translational Research Center** - The Cardiovascular Center was initially established through the USC Excellence Initiative and has now received center status from the USC Board of Trustees. The CV Center has broad reaching interactions with approximately 70 faculty engaged in seminar series, journal clubs and collaborative research efforts. The CV Center houses three full-time faculty and a new joint recruitment with Cell Biology and Anatomy is underway. The CV Center currently has several NIH awards and serves as a nexus for mentorship of junior faculty and students. As outlined below, the CV Center has also been selected for a full Institute proposal. This funding, should it be awarded, will accelerate the CV Center to submit an NIH PPG proposal.

**Increased VA Funding and Presence by SOM Faculty** - The SOMC and Dr. Mike Ryan, the ACOS for VA research, have been successful in obtaining \$800K in infrastructure support for the Garners Ferry campus. In addition, a strategic initiative for biomedical research space renovations on the Garners Ferry campus is underway.

**Enhancing Scholarly/Academic Productivity** - To increase and encourage SOMC faculty academic productivity, an academic incentive plan was developed in 2021 and was operationalized in the first quarter of 2022. This was a transparent, metric driven process, developed by SOM faculty, which will recognize SOM faculty that are achieving levels of high academic success. For this past performance period, a total of 274 publications, as defined by a PubMed algorithm search, were achieved by SOMC faculty. While this is a 14% decrease in publications from last year (319), it represents an 18% increase in publications from 2019-2020 (233). It is likely that the pandemic was a significant factor in the large number of publications in 2020-2021.





**Student Engagement in Research** - The primary medical student research program is called the SOAR program, which is available to rising year 2 medical students, with about 40% of the eligible medical students choosing to participate in this program. This year, the SOAR program was repositioned within student services, with ongoing support from the Research Center for Transforming Health, allowing it to become a seamless part of student activities/career counseling for SOMC students. In addition, research opportunities for community-based research, quality assurance and medical education research now provides opportunities for additional medical students. A joint student association which includes the biomedical sciences program and the medical student program has been put in place to facilitate research engagement of these student bodies.

**Leveraging Thematic Areas of Excellence** - Several focus areas of research excellence are exemplified by SOM faculty programs that were selected as finalists for USC Institute funding proposals. A collaborative program between cardiovascular scientists and neuroscientists regarding cardiovascular disease and psychosocial stress will go forward, facilitated by the CV Center. A second program integrates Public Health and Exercise Science, focusing upon pregnancy associated cardiovascular disease and stress. Finally, an integrative program focused upon neurological pathways and sleep has been selected to move forward for consideration of full institute funding. These initiatives encompass and engage faculty across 5 USC colleges in addition to SOM faculty.

**Diversity, Inclusion and Health Disparities** - SOMC research institutes have offered women scientists substantial leadership roles as PI and CO-PIs. Our biomedical science graduate program has focused on the recruitment of underrepresented minority students, with 26% of the current students in the program being from underrepresented minorities. To further enhance the pipeline of future scientists from underrepresented minorities, the Columbia VA established a summer high school research camp for local high schools with high minority populations in our area. The inaugural VA science camp received very positive feedback, and this program will be continued into the 2023 summer session. SOMC faculty along with the Schools of Pharmacy and Public Health were funded by an NIH UO1 mechanism to examine health disparities in colon cancer at the genetic, molecular/proteomic and

family/social level. This program will be interdigitating with the RCTH and is another example of the SOM centers continuing to expand the scope on our overarching strategic mission statement but also that specific to our research strategic plan.

**Continue to Overcome Challenges Encountered by SOM Faculty** - Despite growing collaboration in many areas, significant challenges exist for our faculty, especially in the area of clinical research. Improved access to the Prisma Health system to conduct funded research, obtain patient data, and access other essential resources is being sought through a partnership with the USC VPR office and the RCTH. They plan to place data managers and clinical coordinators within Prisma Health to enhance access to clinical data. A continued challenge for our SOM faculty is physical space and infrastructure at the VA campus, much of which is subject to poor air conditioning and intermittent water leaks. Even as the new Health Sciences campus is in the programming phase and a rolling renovation proposal is being reviewed for the Garners Ferry Campus research space, we will continue to pursue strategies to utilize existing space to full potential and find efficiencies wherever possible. The SOM VA Campus instrumentation research facility (IRF) continues to be an important resource to the SOMC and USC. SOMC supports USC's plans to begin the process of bringing core facilities under coordinated USC guidance in the coming years.

**Enhance Graduate Student Experiences.** Despite challenges associated with the pandemic, research projects and thesis/dissertation milestones were achieved by the SOMC graduate students. SOMC graduate students continue to be awarded USC SPARC awards as well as NIH undergraduate fellowship awards.

**Intellectual Property.** Another benchmark for research productivity is IP disclosures and this remains a strong indicator with approximately 10 disclosures in place and several moving to the provisional patent phase. Success in this area is also demonstrated by the several STTR/SBIR funding applications submitted and awarded to SOM faculty.

**Next year plans:**

Research and Collaboration – The SOMC will continue to build infrastructure to support expansion of translational and clinical research in 2023-2024, through ongoing partnerships with USC that foster interdisciplinary research, increased focus on health disparities/health equity, partnering with the USC VPR to expand analytical support for clinical research, and through the establishment of a new SOMC Department of Translational and Clinical Science.

We plan to focus the 2023 seed grant funding on proposals that promote addressing health disparities and/or rural healthcare challenges, in collaboration with our partner health systems (e.g., Prisma, VA). SOMC will submit three VPR institute proposals which involve multiple investigators across several USC colleges. We will leverage the medical student research programs (SOAR) to engage clinicians and scientists across the USC landscape and health systems partners. SOMC will collaborate with other USC schools/colleges, leveraging the new USC Center being established to address health equity. We will also submit a proposal for the establishment of a new Department of Translational and Clinical Sciences

within the SOMC, for the purpose of expanding support for translational and clinical research and for expansion of educational programs related to translational and clinical research.

**Goal 9 – Diversity and Inclusion Pipeline Programs** – Resume the Finding Your Futures Pipeline Program in summer of 2022 (program was halted during the pandemic) to increase likelihood of underrepresented students entering the health professions workforce. Expand SOMC pipeline programs by adding at least one new initiative for potential graduate students and at least one new program for potential medical students.

**Accomplishments:** USC Graduate School funded the Rising Star Fellowship (RSF) pilot program to increase diversity in the graduate school by recruiting students from South Carolina's Historically Black Colleges and Universities (HBCUs). The first Rising Star Fellow was admitted to SOM-C PA program from Claflin University. Additionally, the Office of Diversity & Inclusion is collaborating with the Associate Chief of Staff – Research of the Columbia VA Health Care System in recruitment for the Summer Undergraduate Research Program geared toward building a diverse biomedical workforce through laboratory research experience for undergraduate students.

At the recommendation of the SOM-C Strategic Planning Steering Committee's Working Group on Student Pipeline, Recruitment and Support, a partnership with the USC Office of Pre-Professional Advising and the Student National Medical Association has been formed to mentor undergraduate students. The Offices of Admissions and of Diversity & Inclusion have also connected with pre-medical advisors at Clemson University and Benedict College (HBCU) for mentoring, counseling and guidance activities. The African-American (AA) mentorship initiative begun during the 2021-2022 admissions cycle is ongoing. Now AA applicants offered admission to SOM-C are connected with both alumni and current students as mentors.

The Finding your Futures program, in which rising college seniors spend four weeks within the Prisma Health system under supervision of USC faculty, resumed in 2022. With the 2023 cohort, the program has new leadership and will include housing and stipends for participants.

**Next year plans:** SOM Leadership and Office of Diversity & Inclusion will review, revise and recommend strategies to expand pipeline efforts. This will include the enhancements to the Finding your Futures Program, outlined above. In addition, a task force is exploring tactics to increase the diversity of candidate pools for faculty and senior staff positions, and we anticipate that recommendations from that work will be received and implemented in the coming year.

**Goal 10 - New Medical School Facilities** - In partnership with USC and the SC State Procurement Office, participate in the initial planning phase for the new Health Sciences Campus on Bull Street, culminating in the selection of a development partner by the end of 2022.

**Accomplishments:** Throughout 2022, representatives from the SOM Columbia worked with USC leaders, the USC Architect's Office, and the SC State Procurement Office to complete the vetting of respondents to the Request for Qualifications process and the Request for Proposals process. This process resulted in the selection of Gilbane as the primary contractor to coordinate the planning and construction of both

the Medical Education Building and the Biomedical Science Research Building on the new USC Bull Street Health Sciences Campus.

**Next year plans:** In partnership with USC and the selected design/build partner, SOM administration, faculty, staff, and students will participate in the programming of plans for the new USC Bull Street Health Sciences Campus throughout 2023 and into 2024.

**Goal 11 – Organizational Culture** – Promote the enhancement of an organizational culture and climate that consistently promotes a welcoming and inclusive environment in the SOMC by establishing a task forces to advise SOMC leaders on (1) methods to increase the visibility of the Carolinian Creed within the SOMC and (2) actions to better facilitate the onboarding of newly hired faculty and staff in the SOMC.

**Accomplishments:** With advisement and support from the Culture and Climate Committee (CCC), the Dean has commissioned several initiatives to enact recommendations of the CCC and the previous Climate Task Force regarding the SOMC culture and climate:

- Carolinian Creed Task Force is outlining specific steps to better socialize the Carolinian Creed within our school and continue to imbed its principles within our culture. Their report and recommendations will be finalized in Spring 2023.
- SOMC Onboarding Workgroup will soon provide recommendations for developing a faculty and staff onboarding and orientation process that embodies and promotes the desired SOMC culture and climate.
- Regular communication and collaboration with the SOMC Strategic Planning Steering Committee by CCC members is aligning and integrating efforts in developing policies and implementing practices.
- Committee on Women in Science and Medicine developed a one-page guide for effective mentoring relationships.
- Committee on Women in Science and Medicine and the CCC co-sponsored a lunch forum to raise and discuss factors related to a healthy SOMC culture and climate.

In late Fall 2022 the CCC engaged the SOMC Office of Continuous Professional Development and Strategic Affairs to conduct a climate survey utilizing both quantitative and qualitative data. The CCC is currently finalizing the report of its findings and will present them to Dean Hall in Spring 2023. Preliminary results indicate that, overall, 83% of respondents report being proud to be a part of the SOMC, which is an 11% increase from 2021. (This is a commonly assessed factor related to organizational engagement.)

**Next year plans:** SOMC leadership, in collaboration with the Culture and Climate Committee, will:

- Establish an Implementation Team to institute deliberate practices to socialize and imbue the Carolinian Creed in the SOMC.
- Ensure that SOMC culture, including DEI, is a central focus of the ongoing work of the Strategic Planning Steering Committee. Conduct a climate survey in Spring 2024.

## Addition of new 2023-2024 Goal

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**Goal - Enhancement of Clinical Learning Environment** - Increase the number of clinical faculty within partner health systems by 10% by 2026 and expand the number of clinical clerkship sites for SOM clinical learners to promote excellence in clinical health professions education.

**Next year plans:** In response to increasing need for clinical preceptors, the SOMC will continue to recruit clinical faculty with teaching appointments for training of medical students and other health professionals at all of the SOM campuses. Total number of clinical faculty should increase by at least 10% by 2026.

Additional clinical faculty will be sought within multiple health system that partner with SOMC, including Prisma Health, Columbia VA Medical Center, Lexington Medical Center, McLeod Health in Florence, and Hope Health in Florence.