MUSC Inclusive Excellence Certificate Program

2024-2025

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Program Founder and Lead:

Dr. DaNine J. Fleming, Associate Chief Officer for Inclusive Excellence, Professor,

Melissa Ann Carroll, Program Administrator

Center for Transformation and Change Inclusion Partners Program Founder:

Dr. Kathy Obear

Program Details

The Center for Transformation and Change Inclusive Excellence Certificate Program is designed to assist MUSC enterprise members with providing the means to create a more inclusive, socially just enterprise.

WHO:

The program is developed for Enterprise faculty, staff and care team members who show the potential of serving as change agents within their College, Department, and/or MUSC at-large. This cohort is intended to be a diverse working group committed to an innovative year-long learning experience with continued service in the realm of inclusive excellence.

WHAT:

Participants will become Equity and Inclusion Ambassadors through the completion of this program. Participants meet throughout the year and participate in interactive, innovative learning experiences including virtual classroom sessions and individualized didactic lessons.

The certificate program is designed to give participants the tools needed to operationalize inclusive excellence in their respective work areas/units as well as across the MUSC enterprise. All sessions build upon the skills and knowledge gained throughout the program, and attendance is mandatory. Participants are required to complete a capstone project and present their work at the conclusion of the program.

WHY:

To help develop the internal capacity of MUSC enterprise members to have the resources necessary to partner and create more meaningful, sustainable inclusive excellence practices within our organization.

WHEN:

Orientation will be held on June 7, 2024. The program is scheduled from August 2024 through May 2025.

COMMITMENT:

In preparation for and on designated dates, participants will be expected to commit to a minimum of:

1. Approximately three (3) hours for presentation, lecture, seminar, activities or other structured interaction with colleagues with approximately 13 sessions and
2. Two and a half (2.5) hours of pertinent readings/activities outside of the formal sessions.

BENEFITS:

1. Professional Leadership Development
2. Certification in Inclusive Excellence

This intense Certificate Program will help prepare participants to lead conversations on matters regarding Inclusive Excellence.

Interested applicants should complete the online application by **Friday, May 17th, 2024 by 5:00 p.m.**

REQUIREMENTS:

1. Applicants will complete the blind application process.
2. Accepted participants will complete all paperwork and assignments.
3. Each participant will develop/enhance a program/service within their Department/ College and join an enterprise working group for current projects/initiatives.
4. Participants will present a capstone project for the MUSC enterprise based on the research activities of the working group.

COST:

A nominal College or Department commitment of $1,500 per participant. The participant fee includes:

1. All required books/resources guides utilized for the course
2. Program administrative fees
3. Group coaching with Dr. Obear

If accepted, payment should be remitted via OurDay as internal funds transfer. More information will be provided upon acceptance.

BENEFITS TO YOUR COLLEGE/DEPARTMENT:

Trained leaders will be able to:

- Help to move the Inclusive Excellence goals identified by Departments or Units forward in a systematic way, preventing siloed approaches and outcomes;

- Work to enhance greater collaboration across the organization;

- Serve as internal resources to partner to assist in achieving inclusion/equity goals and

- Meet quarterly to gain additional skills, share challenges and discuss best practices.

Interested persons must complete the online application and submit all supplemental materials to be considered.

For additional information, please contact
diversity@musc.edu