

<b>AGENCY NAME:</b>	<b>Medical University of South Carolina</b>		
<b>AGENCY CODE:</b>	<b>H51</b>	<b>SECTION:</b>	<b>023</b>

**Fiscal Year 2015-16  
Accountability Report**

**SUBMISSION FORM**

<b>AGENCY MISSION</b>	<p>The Medical University of South Carolina (MUSC) is South Carolina’s only comprehensive academic health science center. Our purpose is to preserve and optimize human life in South Carolina and beyond. MUSC provides an interprofessional environment for learning, discovery, and healing through (1) education of health care professionals and biomedical scientists, (2) research in the health sciences, and (3) provision of comprehensive health care.</p> <p>As a public institution of higher learning, MUSC provides a full range of educational programs in the biomedical sciences and actively engages in community service and outreach. The campus is located on more than 50 acres in the city of Charleston. A diverse student population of more than 2,750 students in six colleges (Dental Medicine, Graduate Studies, Health Professions, Medicine, Nursing, and Pharmacy) study for degrees at the baccalaureate, masters, doctoral, and other professional levels. MUSC has academic programs that employ traditional and distance education methods. The University also provides residency training for over 750 graduate health professionals and is comprised of approximately 1,425 full-time and 300 part-time faculty.</p>
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<b>AGENCY VISION</b>	<p>Our strategic plan, <i>Imagine MUSC 2020</i>, outlines a vision that includes five primary goals:</p> <ol style="list-style-type: none"> <li>1. <u>Commit to Patients First</u> We will redesign how health care is delivered to provide Patient and Family Centered Care. We will further our commitment to high value, safe, evidence-based care. We will ensure that our teaching, clinical management, and research leads to team oriented, seamless, and effective care. We are partners with our patients and families, honoring and respecting their roles as caregivers and care-receivers.</li> <li>2. <u>Advance New Knowledge and Scientific Discoveries</u> We will generate and translate cutting edge discoveries, integrating them with learning, health care, and health promotion across the MUSC enterprise. We will utilize integrative science to work seamlessly and collaboratively to impact the health of our patients and community. We will enhance our research and set strategic priorities linked to our clinical strengths while engaging community, academic, and industry partners.</li> <li>3. <u>Embrace Diversity and Inclusion</u> We will create a more diverse community in which every member is respected and valued. We will leverage differences in ways that allow people to understand and be understood as we work together productively.</li> </ol>
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	<p>4. <u>Foster Innovative Education and Learning</u> We will evolve our learning methods and translate educational principles to foster a lifelong learning environment for students, staff, and faculty. Interprofessionalism, team building, and technology will serve as our foundation as we seek to enhance the value of our educational initiatives, which extend to our patients and the communities we serve.</p> <p>5. <u>Build Healthy Communities</u> Foster collaboration across our enterprise that is health-focused, not just disease-focused. In so doing, we will impact the health of the MUSC family and the communities we serve with a priority on healthy lifestyles, preventive care, and MUSC evidence-based care delivery.* Our integration of these priorities will strengthen our health education, research, and care delivery through targeted engagement and collaborative relationships. *Currently called MUSC Health Ideal Care.</p>
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Please state yes or no if the agency has any major or minor (internal or external) recommendations that would allow the agency to operate more effectively and efficiently.


<b>RESTRUCTURING RECOMMENDATIONS:</b>	Yes
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Please identify your agency's preferred contacts for this year's accountability report.

	<u>Name</u>	<u>Phone</u>	<u>Email</u>
<b>PRIMARY CONTACT:</b>	Suzanne Thomas, PhD	843-792-1533	thomass@musc.edu
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I have reviewed and approved the enclosed FY 2015-16 Accountability Report, which is complete and accurate to the extent of my knowledge.

<b>AGENCY DIRECTOR (SIGN AND DATE):</b>	 9/13/16
<b>(TYPE/PRINT NAME):</b>	David J. Cole, MD, MUSC President

<b>BOARD/CMSN CHAIR (SIGN AND DATE):</b>	 9/13/16
<b>(TYPE/PRINT NAME):</b>	Donald R. Johnson II, MD, MUSC Board of Trustees Chairman

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## **AGENCY'S DISCUSSION AND ANALYSIS**

In FY16, the Medical University of South Carolina's academic enterprise had the following notable achievements, among others:

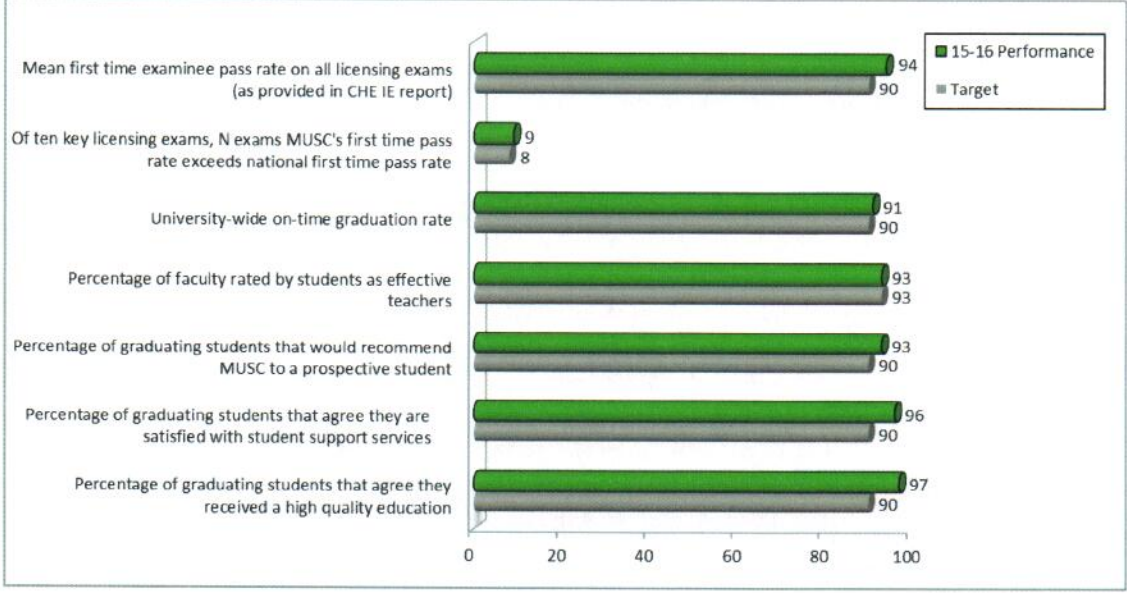
- Successfully recruited a new Dean for the College of Medicine: Ray DuBois MD, PhD.
- Successfully recruited a Vice President for Research: Kathleen Brady MD, PhD.
- 609 first-year MUSC students participated in diversity training, all six colleges.
- Celebrated the largest graduating class in the history of MUSC.
- Created 104 new interprofessional clinical rotation slots for NP, PA, MD, PT, OT, MHA, MPH, and PharmD students
- Led SC's adoption of the State Authorization Reciprocity Agreement (SARA), easing access to our online education programs and out-of-state clinical rotations for MUSC students.
- Establishment of Medical District MOU approved by Charleston City Council and endorsed by all parties.
- Served as lead site for the largest orthopedics comparative-effectiveness study ever conducted (coordinating 25 sites).
- Achieved a record number of large multidisciplinary-center type grants awarded by NIH (13), including a record number of Program Project Grants in Hollings Cancer Center (8).
- Extramural research funding exceeded \$250 million, a new record.

In addition to these accolades, a systematic evaluation of how MUSC is performing in its mission shows that the university maintained or improved outcomes both compared to targets and to FY15 rates on nearly all metrics. The following report shows these results.

**Goal 1: Provide health and science education and training which prepares students to competently serve the state’s health professions and science needs.**

Strategies to achieve this goal include providing students a quality education and supporting students’ timely transition to career. This year MUSC met the targets for all seven indices, shown in Figure 1.

Figure 1. Goal 1 metrics



**Summary.** As shown above, MUSC is performing well in its education mission. Notably, through focused attention, increased accountability (e.g., on-time graduation rate is now a metric in every degree program’s internal assessment plan), and increased emphasis on early intervention for students at risk of decelerating, MUSC exceeded its target of 90% of students graduating on time. This success comes after six years of steady and measured improvements in our graduation rate. In achieving this goal, MUSC is helping to meet the state’s growing need for healthcare providers.

Our students are passing their licensing exams at a high rate (we have an average 94% pass rate on the first attempt on licensing exams, and nearly 100% on the second attempt), in addition, we attend to the results on 10 key licensing exams and how our students’ first time pass rate compares with the national first time pass rate. In 2015-2016, MUSC’s first time pass rate exceeded the national first time pass rate on 9 of 10 of these exams.

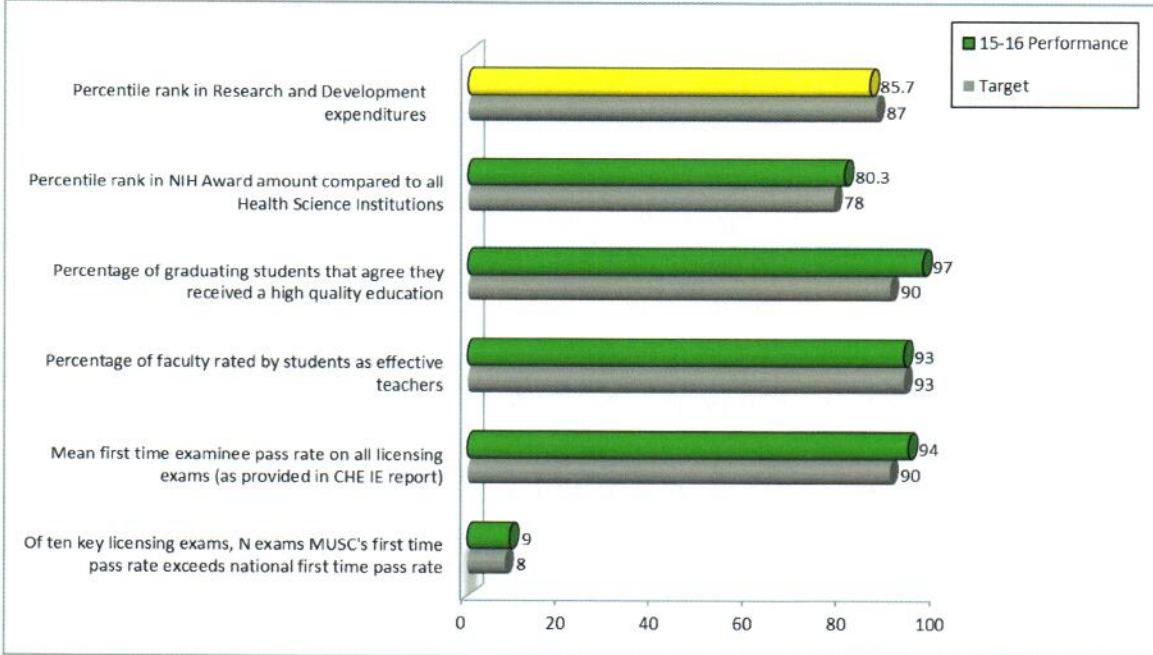
It is important to note that while our academic programs are preparing students to hit lofty goals, MUSC also maintains a high level of student satisfaction with the quality of our instructors, the overall educational product, and the student services that support our academic programs. Notably, 97% of graduating students responded that they received a high quality education at MUSC.

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**Goal 2: Advance the knowledge of health sciences for the citizens of South Carolina and the nation, in addition to keeping our instructional focus contemporary**

Strategies to achieve this goal include supporting research activity at the institution and imparting state of the art health and science information to students. Of the six quantifiable measures we use to index our performance toward achieving this goal, MUSC met the target for five, shown in Figure 2 (green bars reflect where target was met).

Figure 2. Goal 2 metrics



**Summary.** MUSC is performing exceptionally well in its research mission. The one metric for which we fell short of the target reflects all Research and Development expenditures and MUSC's ranking compared to other research institutions. The value shown reflects the result for two fiscal years prior (2016 value shows FY14 result). It was recognized that MUSC must diversify its sources of research support, and as a result, MUSC has developed partnerships with industry to help support our research mission; we anticipate that results for FY15 and FY16 (2017 & 2018 value) will reflect these relationships and our research ranking will improve.

In 2015-2016, MUSC was in the top 20% of all research universities for NIH funding. Notably, the University achieved a record number of large multidisciplinary-center type grants awarded by NIH (13), including a record number of Program Project Grants in Hollings Cancer Center (8). In addition, extramural research funding exceeded \$250 million, a new record.

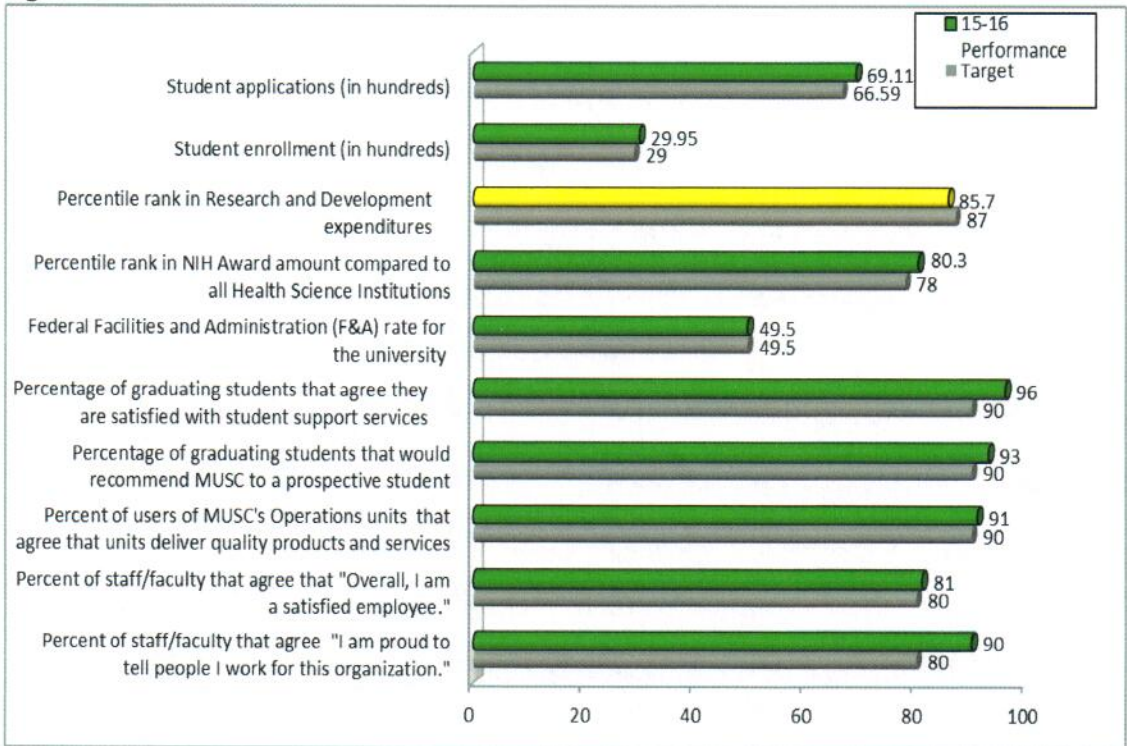
To foster partnerships in research outside of academia, MUSC has continued to invest in the Foundation of Research Development and the Center for Innovation and Entrepreneurship, two central administrative resources to help facilitate these relationships. To further support our advancement in our research mission, MUSC recently elevated its senior research official position from Associate Provost to Vice President. Following a national search, MUSC's Dr. Kathleen Brady was chosen for this important post. MUSC expects to continue to grow its research profile and its national ranking, despite an increasingly competitive research funding environment.

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### Goal 3: Improve the value of the university by providing productive and effective infrastructure overseeing general university functions

We achieve this goal by providing a supportive environment for constituents (employees and students) and by enhancing MUSC’s national reputation as an academic health science center. Of the ten (quantifiable) measures we use to index our performance toward achieving the goal, MUSC met the target in nine, shown in Figure 3 below (green bars reflect where target was met).

Figure 3. Goal 3 metrics



**Summary.** MUSC is successfully supporting its mission through effective infrastructure and leadership. The university has continued positive trends in outcomes in each of its mission areas. This year MUSC began implementation of its new strategic plan (Imagine MUSC 2020) with broad-based input and the involvement of all university constituencies. MUSC will use the same broad-based approach to produce a new set of institutional goals and targets that will align with the new strategic plan.

An especially noteworthy metric for our infrastructure and leadership is the percentage of employees that responded “agree” or “strongly agree” to the item “I am proud to tell people I work for this organization” on the 2016 employee satisfaction survey: 90%

In terms of building our leadership infrastructure, MUSC has had significant success in recruiting new leaders for critical roles in the University. Ray DuBois, MD PhD, was brought on board in March, 2016 as the new Dean of the College of Medicine. Sheila Champlin came in February, 2016 as the new Chief Communications Officer. In the same month, Suzanne Craig, DVM, arrived as Chair, Department of Comparative Medicine, Director, DLAR.

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Finally, as previously mentioned, Kathleen Brady, MD, PhD, began in March, 2016 as Vice President for Research.

MUSC is well positioned to continue to achieve national and international recognition as a premier and transformative academic health sciences center.

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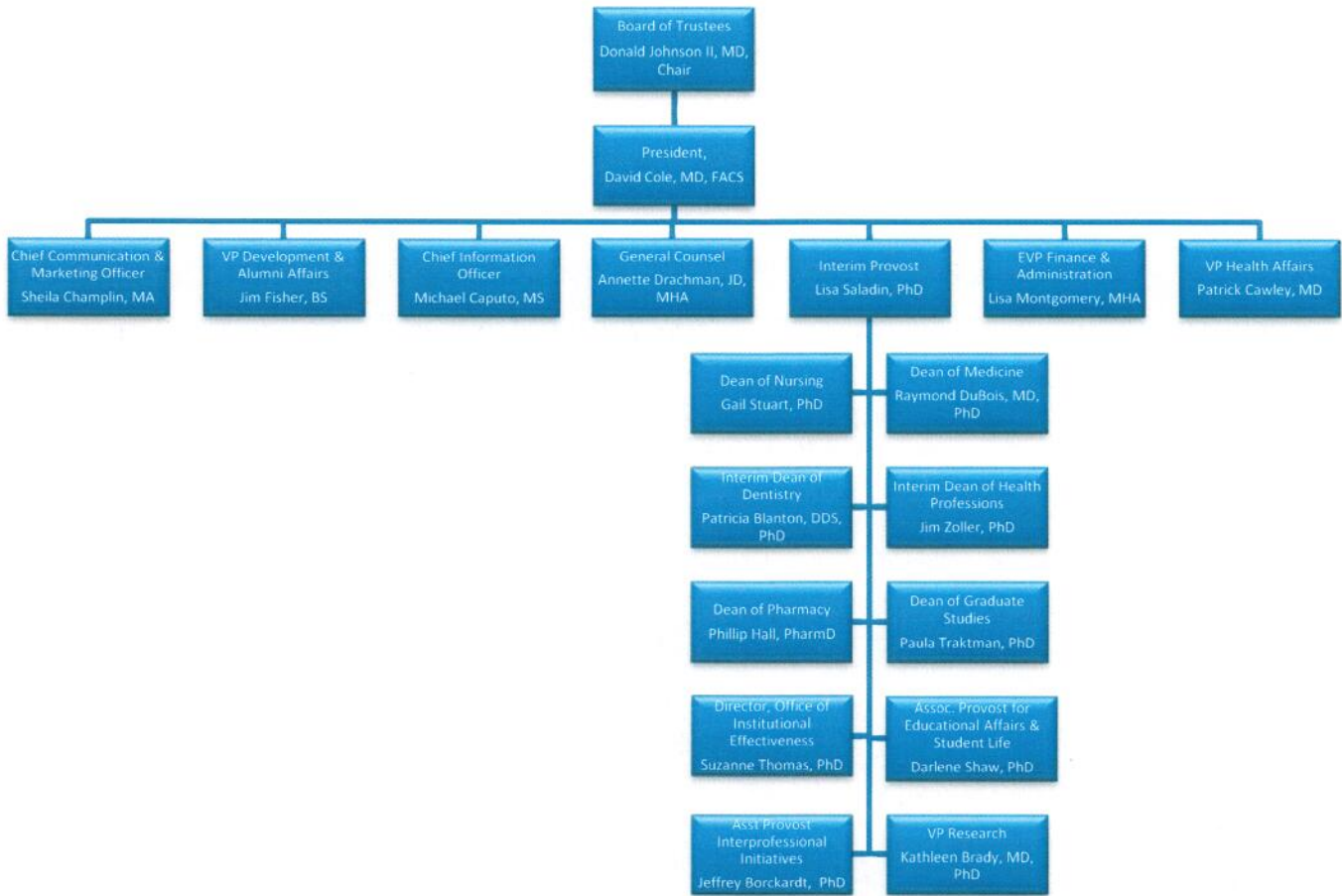
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Organizational Structure  
MUSC Educational Enterprise





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### **Risk Assessment & Mitigation Strategies**

The potential most negative impact on the public that would result from MUSC's failure to accomplish its goals and objectives includes diminished quality and accessibility of healthcare, lack of advances in improving healthcare, and reduction in the quality and number of new healthcare providers and scientists to serve the citizens of South Carolina.

Given the gravity of these outcomes, in the Fall 2015, an enterprise-wide committee was created to conduct a comprehensive risk management and mitigation plan for MUSC. The Risk Governance Committee is chaired by the Executive Vice President for Finance & Administration. The committee engaged expert external consultants to assist with their charge. Teams were developed within the Committee to examine risks associated with specific areas (e.g., Business interruption; Legal compliance; IT security; Financial security and growth).

The current work of the Committee is to finalize a comprehensive risk inventory, to prioritize each risk, and to assign each one an owner. That is, a single individual will be responsible for assessing his/her assigned enterprise-level risk on a regular basis and determining if additional steps are required to mitigate that risk. This strategy facilitates progress in risk mitigation and accountability for outcomes.

Many of the risks identified by the Risk Governance Committee are internal risks that can be managed with existing resources; for example, the risk of inappropriately disclosing protected student or patient information. Some risks are external but can be significantly managed through rigorous internal planning, such as a security data breach and risks posed by a catastrophic weather event.

Some external risks cannot be adequately mitigated through internal processes alone and require significant support from the state. These include the risks posed by extensive state or federal regulations that prevent MUSC from responding effectively to the rapidly changing environment of education and healthcare. The risks posed by decreased funding because of the Affordable Care Act's impact on third-party payers, the state's decision against Medicaid expansion, loss of hospital disproportionate share support, and decreased financial support for both undergraduate and graduate medical education are similar in nature.

Per the state's request, MUSC offers three suggestions for the ways in which the legislature might help us reduce risks that threaten our ability to achieve our tripartite mission of education, research, and clinical care.

- (1) Increase state appropriations for public higher education. Prioritizing public higher education will reduce student indebtedness and help produce a more well-qualified, diverse pool of applicants for and admission to MUSC's degree programs as well as employment at MUSC.
- (2) Optimize MUSC's ability to respond effectively and expeditiously to opportunities that allow the organization to adapt to the rapidly changing environments in education and healthcare
- (3) Invest in graduate medical education so that MUSC can help address the shortage of physicians in the state and the nation.

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**Restructuring Recommendations**

A restructuring opportunity with significant strategic value for MUSC is the integration of HR payroll data systems between MUSC (University), MUHA (the Medical Center), and MUSCP (University Medical Associates). MUSC has been carefully investigating this restructuring opportunity during the last year and is now moving forward with contract negotiations with HR/Payroll software solution firms. Currently, the only way to transfer HR information between the three MUSC HR entities is to create a paper record that is then re-typed into a different information system by an HR employee. Unfortunately, each employee transfer and each new employee record creates the possibility for human error to contaminate the record. We anticipate that our new, integrated MUSC platform will improve completion of record creation/record transfers from 3–4 days to literally minutes. In addition, the fail-safes and thresholds built into the integrated platform will prevent most errors from occurring, such as incorrect social security numbers or incorrect account numbers. We anticipate that our new integrated data system will reduce our record error rate from 85% to 3% once our user community is fully trained. An added benefit of the new integrated platform is that most information in our HR records will be captured from employee applications. This efficiency will eliminate the need for employees to re-type approximately 2,500 new employee/resident records each year.

We are currently in contract negotiations with HR/Payroll software providers. Once negotiations are complete, we will complete the following steps in anticipation of go-live: identify each specific process to be updated and integrated (November 2016), develop stock and customized solutions for each process (March 2017), create interfaces with systems that will *not* be replaced during the integration process (September 2017), train MUSC HR professionals and related constituents on the new systems (Oct 2017). We anticipate a go-live date of April 1, 2018.

MUSC continues to use strategic planning and data-based decision-making to be responsible stewards of our resources.

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Strategic Planning Template

Type	Goal	Item #	Strat	Object	Associated Enterprise Objective	Description
G	1	1.1			Healthy and Safe Families	Provide health and science education and training which prepares students to competently serve the state's health professions and science needs
S						Provide students a quality education
O						Prepare graduates to pass licensing exams on the first attempt
O						Practice effective teaching
O						Provide effective student support services
S						Support students' timely transition to career
O						Foster ontime graduation
O						Prepare graduates to pass licensing exams on the first attempt
G	2				Education, Training, and Human Development	Advance the knowledge of health sciences for the citizens of South Carolina and the nation, in addition to keeping our instructional focus contemporary
S						Support research activity at the institution
O						Maintain or improve ranking as a leader in scientific research
O						Provide effective research support services
S						Impart state of the art health and science information to students
O						Prepare graduates to pass licensing exams on the first attempt
O						Practice effective teaching
G	3				Education, Training, and Human Development	Improve the value of the university by providing productive and effective infrastructure overseeing general university functions
S						Provide a supportive environment for constituents
O						Provide a supportive environment for employees
O						Provide a supportive environment for students
O						Assess effectiveness of administrative services
O						Assess effectiveness of university leaders
S						Enhance MUSC's national reputation as an academic health science center
O						Sustain or grow N applications from prospective students
O						Sustain or grow student enrollment
O						Maintain or improve ranking as a leader in scientific research

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Performance Measurement Template

Item	Performance Measure	Target Value	Actual Value	Future Target Value	Time Applicable	Data Source and Availability	Calculation Method	Associated Objective(s)
1	First time pass rate on key licensing exams exceeds national first time pass rate	≥ 8 of 10 exams	9	8	1/1 to 12/31	Licensing exam administrators	N first time passing/N First time takers	1.1.1; 1.2.2; 2.2.1
2	Mean first time examinee pass rate on all licensing exams (as provided in CHEIE report)	≥ 90%	94%	≥ 90%	8/1 to 5/15 (acad yr)	Office of Institutional Effectiveness	M of first time pass rate	1.1.1; 1.2.2; 2.2.1
3	Percentage of faculty rated by students as effective teachers	≥ 93%	93%	≥ 93%	8/1 to 5/15 (acad yr)	Office of Institutional Effectiveness	N scoring M=4.0 on E*Value/Total N faculty evaluated	1.1.2; 2.2.2
4	Percentage of graduating students that agree they received a high quality education	≥ 90%	97%	≥ 95%	8/1 to 5/15 (acad yr)	MUSC Student Satisfaction Survey	N Agree/N responders	1.1.2; 2.2.2
5	Percentage of graduating students that would recommend MUSC to a prospective student	≥ 90%	93%	≥ 93%	8/1 to 5/15 (acad yr)	MUSC Student Satisfaction Survey	N Agree/N responders	1.1.2; 1.1.3; 3.1.2
6	Percentage of graduating students that agree they are satisfied with student support services	≥ 90%	96%	≥ 95%	8/1 to 5/15 (acad yr)	MUSC Student Satisfaction Survey	N Agree/N responders	1.1.3; 3.1.2
7	University-wide on-time graduation rate (as defined by each academic program)	≥ 90%	91%	≥ 91%	1/1 to 12/31	Office of Enrollment Management	N ontime graduates/N cohort	1.2.1
8	Percentile rank in NIH Award amount compared to all Health Science Institutions	≥ 78th percentile	80.3%	≥ 79.3rd percentile	NIH prior fiscal year	NIH Reporter	Health Science institutions defined as having one or more schools in these areas: medicine, dental med, nursing, pharmacy, allied health	2.1.1; 3.2.2
9	Percentile rank in Research and Development expenditures	≥ 87th percentile	85.7%	≥ 87th percentile	Prior fiscal year minus 1	NSF Survey Higher Education Research and Development Survey	Percentile calculation	2.1.1; 3.2.2
10	Percentage of staff/faculty that agree they are pleased to be working at MUSC *In 2016, the survey item changed to "I am proud to tell people I work for this organization."	≥ 80%	90%	≥ 80%	7/1 to 6/30	MUSC Employee Satisfaction Survey	N Agree/N responders	3.1.1
11	Percent of staff/faculty that agree that "overall, I am satisfied with my job" *In 2016, the survey item changed to "Overall, I am a satisfied employee."	≥ 80%	81%	≥ 80%	7/1 to 6/30	MUSC Employee Satisfaction Survey	N Agree/N responders	3.1.1
12	Percent of users of MUSC's Operations units that agree that units deliver quality products and services	≥ 85%	91%	≥ 85%	7/1 to 6/30	MUSC Operations Satisfaction survey	N Agree/N responders	3.1.1; 3.1.3
13	Annually assess performance of key administrative units	Yes	Yes	Yes	7/1 to 6/30	Office of Institutional Effectiveness	Activity completed, Y/N	3.1.3; 2.1.2
14	Assess performance of university leaders	Yes	Yes	Yes	7/1 to 6/30	Faculty Senate Survey	Survey conducted, Y/N	3.1.4
16	Federal Facilities and Administration (F&A) rate for the university	49.5%	49.5%	49.5%	7/1 to 6/30	US Dept Health & Human Services	No calculation; reporting only	3.2.3
17	Student enrollment	2900	2995	2995	Fall semester	Office of Enrollment Management	Sum of active students, Fall semester	3.2.1; 3.2.2

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Program Template

Program/Title	Purpose	FY 2015-16 Expenditures (Actual)				FY 2016-17 Expenditures (Projected)				Associated Objective(s)
		General	Other	Federal	TOTAL	General	Other	Federal	TOTAL	
I. Instruction Colleges	Provide health and science education and training which prepares students to competently serve the state's health professions and science needs	\$ 18,906,658	\$ 81,378,943	\$ 22,861,296	\$ 123,146,897	\$ 20,208,203	\$ 70,452,166	\$ 36,609,102	\$ 127,269,471	1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2
II. Research	Advance the knowledge of health sciences for the citizens of South Carolina and the nation, in addition to keeping our instructional focus contemporary	\$ 3,634,890	\$ 64,922,459	\$ 71,526,568	\$ 140,083,917	\$ 3,885,118	\$ 56,205,330	\$ 114,539,588	\$ 174,630,036	2.1.1, 2.1.2, 2.2.1, 2.2.2
III. Administration	Improve the value of the university by providing productive and effective infrastructure overseeing general university functions	\$ 18,451,687	\$ 171,616,325	\$ 570,440	\$ 190,638,452	\$ 19,721,912	\$ 148,573,345	\$ 913,479	\$ 169,208,736	3.1.1, 3.1.2, 3.1.3, 3.1.4, 3.2.1, 3.2.2, 3.2.3

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Legal Standards Template  
Associated Program(s)

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Associated Program(s)
1	Title IX, 20 U.S.C. §§ 1681-1688	Federal	Statute	Title IX provides that "[n]o person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."	III. Administration, I. Instruction Colleges
2	Clergy Act, 20 U.S.C. § 1092(f)	Federal	Statute	The Clergy Act requires all colleges and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.	III. Administration
3	Family Educational Rights and Privacy Act (FERPA) 20 U.S.C. § 1232g; 34 CFR Part 99	Federal	Statute	Generally, schools must have written permission from the parent or eligible student in order to release any information from a student's education record.	I. Instruction Colleges, II. Research, III. Administration
4	Family and Medical Leave Act	Federal	Statute	Provides up to 480 hours of job protection for qualified individuals with qualified medical conditions for themselves or specified family members	III. Administration
5	Fair Labor Standards Act	Federal	Statute	Guides the wage and hour laws for employees; includes child labor laws	III. Administration
6	Americans with Disabilities Act (and amendments such as ADAA)	Federal	Statute	The Americans with Disabilities Act (ADA) became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.	III. Administration
7	Age Discrimination in Employment Act	Federal	Statute	The Age Discrimination in Employment Act of 1967, Pub. L. No. 90-202, codified at 29 U.S.C. § 621 through 29 U.S.C. § 634 (ADEA), forbids employment discrimination against anyone at least 40 years of age	III. Administration
8	Title VII of the Civil Rights Act	Federal	Statute	Title VII of the Civil Rights Act of 1964 is a federal law that prohibits employers from discriminating against employees on the basis of sex, race, color, national origin, and religion. It generally applies to employers with 15 or more employees, including federal, state, and local governments.	III. Administration
9	Equal Pay Act	Federal	Statute	Prohibits sex-based wage discrimination between men and women in the same establishment who perform jobs that require substantially equal skill, effort and responsibility under similar working conditions. Cross references to the EPA as enacted appear in italics following the section heading. Additional provisions of the Equal Pay Act of 1963, as amended, are included as they appear in volume 29 of the United States Code.	III. Administration
10	Immigration Reform and Control Act	Federal	Statute	The Immigration Reform and Control Act of 1986 (IRCA) was a bill that made it illegal for employers to hire, recruit, or refer immigrants without proper identification, or to "continue to employ an alien knowing that such person is unauthorized to work."	III. Administration
11	Occupational Safety and Health Act	Federal	Statute	The Act assigns OSHA two regulatory functions: setting standards and conducting inspections to ensure that employers are providing safe and healthful workplaces. OSHA standards may require that employers adopt certain practices, means, methods, or processes reasonably necessary and appropriate to protect workers on the job. Employers must become familiar with the standards applicable to their establishments and eliminate hazards.	III. Administration
12	Workers Compensation	Federal	Statute	Workers' compensation is a form of insurance providing wage replacement and medical benefits to employees injured in the course of employment in exchange for mandatory relinquishment of the employee's right to sue his or her employer for the tort of negligence.	III. Administration

13	COBRA (Comprehensive Omnibus Reconciliation Act)	Federal	Statute	The Consolidated Omnibus Budget Reconciliation Act (COBRA) gives workers and their families who lose their health benefits the right to choose to continue group health benefits provided by their group health plan for limited periods of time under certain circumstances such as voluntary or involuntary job loss, reduction in the hours worked, transition between jobs, death, divorce, and other life events.	III. Administration
14	Uniformed Services Employment and Reemployment Rights Act (USERRA)	Federal	Statute	Prohibits employers from denying any benefit of employment on the basis of an individual's membership, application for membership, performance of service, application for service, or obligation for service	III. Administration
15	Vietnam Era Veterans' Readjustment Assistance Act (VEVRA)	Federal	Statute	VEVRAA prohibits federal contractors and subcontractors from discriminating in employment against protected veterans, and requires these employers to take affirmative action to recruit, hire, promote, and retain these veterans. The new rule strengthens the affirmative action provisions of the regulations to aid contractors in their efforts to recruit and hire protected veterans and improve job opportunities for protected veterans.	III. Administration
16	Executive Order 11246	Federal		Requires federal contractors to provide equal employment opportunities	III. Administration
17	Freedom of Information Act	Federal	Statute	The Freedom of Information Act (FOIA), 5 U.S.C. § 552, is a federal freedom of information law that allows for the full or partial disclosure of previously unreleased information and documents controlled by the United States government.	III. Administration
18	Pregnancy Discrimination Act	Federal	Statute	The Pregnancy Discrimination Act of 1978 is a United States federal statute. It amended Title VII of the Civil Rights Act of 1964 to "prohibit sex discrimination on the basis of pregnancy." The Act covers discrimination "on the basis of pregnancy, childbirth, or related medical conditions."	III. Administration
19	E-Verify	Federal	Statute	E-Verify is an Internet-based system that allows businesses to determine the eligibility of their employees to work in the United States.	III. Administration
20	Equal Employment Opportunity Act	Federal	Statute	The Equal Employment Opportunity Act of 1972 is the act which gives the Equal Employment Opportunity Commission (EEOC) authority to sue in federal courts when it finds reasonable cause to believe that there has been employment discrimination based on race, color, religion, sex, or national origin.	III. Administration
21	Drug Free Workplace Act of 1988	Federal	Statute	The Drug-Free Workplace Act of 1988 requires some federal contractors and all federal grantees to agree that they will provide drug-free workplaces as a condition of receiving a contract or grant from a federal agency.	III. Administration
22	Health Insurance Portability and Accountability Act (HIPAA)	Federal	Statute	Imposes portability, privacy, security and certain other requirements on group health plans.	III. Administration
23	IRC Section 415	Federal	Statute	Pension plan and contribution limits	III. Administration
24	Patient Protection and Affordable Care Act	Federal	Statute	Offering insurance to temporary employees	III. Administration
25	IRC Section 125	Federal	Statute	Withholding of pre-tax money for flexible spending accounts	III. Administration
26	Employee Retirement Income Security (ERISA)	Federal	Statute	The Employee Retirement Income Security Act or ERISA is a Federal law that sets standards of protection for individuals in most voluntarily established, private-sector retirement plans.	III. Administration
27	Genetic Information Nondiscrimination Act (GINA)	Federal	Statute	The Genetic Information Nondiscrimination Act of 2008 (GINA) is a federal law that protects individuals from genetic discrimination in health insurance and employment. Genetic	III. Administration
28	OFCCP Office of Federal Contract Compliance Programs	Federal	Statute	DOL legislation developing and implementing the rules and regulations of the Federal Office of Contract Compliance. Applies to employers with 50+ employees who hold federal contracts.	III. Administration
29	CFR Title 9, Chapter 1, Subchapter A, Part1-3	Federal	Regulation	Governs the care and use of animals in biomedical research (exceptions are mice, rats and birds)	II. Research

30	Animal Welfare Act 7 U.S.C. § 2131 et seq.	Federal	Regulation	The Animal Welfare Act of 1966 regulates the transport, sale and handling of dogs, cats, guinea pigs, nonhuman primates, hamsters and rabbits intended to use for research or other					II. Research
31	Title 38, 30-36 U.S.C. §§ 3001-3699	Federal	Statute	VA Education Benefits					I. Instruction Colleges, III. Administration
32	Title IV, 20 U.S.C. §§ 1070-1099	Federal	Statute	Federal Higher Education Loans					I. Instruction Colleges, III. Administration
33	Title VII, 42 U.S.C. § 292, 297a	Federal	Statute	Federal Health Professions Loans					I. Instruction Colleges, III. Administration
34	SC Code of Laws, Title 59-101	State	Statute	SC Title 59, chapter 101 contains statutes pertaining to SC institutions of higher learning generally. (See item #4 below for specifics)					I. Instruction Colleges, II. Research, III. Administration
35	SC Code of Laws, Title 59-101-190, 195, 197	State	Statute	Establishes the Dean's Committee on Medical Education, regulates the maximum compensation of MUSC physicians and employees, requires medical schools receiving state appropriations to report financial information annually.					I. Instruction Colleges, II. Research, III. Administration
36	SC Code of Laws, Title 59-123-10, 20, 30	State	Statute	The name, property, and charter of MUSC are established in SC Law.					I. Instruction Colleges, III. Administration
37	SC Code of Laws, Title 59-123-40, 50, 60, 70, 80, 90, 95	State	Statute	The composition, organization, obligations, powers, and procedures of the MUSC Board of Trustees are established.					III. Administration
38	SC Code of Laws, Title 59-123-100	State	Statute	Rules governing admissions					I. Instruction Colleges
39	SC Code of Laws, Title 59-123-115	State	Statute	The School of Dentistry is established.					I. Instruction Colleges
40	SC Code of Laws, Title 59-123-115	State	Statute	The SC Area Health Consortium funding is established.					I. Instruction Colleges
41	SC Code of Laws, Title 59-123-125	State	Statute	The Rural Physician Program is established.					I. Instruction Colleges
42	SC Code of Laws, Title 59-123-210, 220, 230, 240, 250, 260, 270, 280, 290, 300, 310, 320	State	Statute	Statutes that govern investment in bonds and issuance of bonds including designation of powers, procedures, and liabilities.					III. Administration
43	SC Code of Laws, Title 59-112	State	Statute	SC Residency					I. Instruction Colleges, III. Administration
44	SC Code of Laws, Title 59-149-10, 59-104-20, 59-142-20	State	Statute	Life & Palmetto Scholarship and Need-based Grants					I. Instruction Colleges, III. Administration
45	SC Code of Laws, Title 37-20	State	Statute	SC Identity Theft laws					I. Instruction Colleges, III. Administration
46	SC Code of Laws, Title 59-101-430	State	Statute	SC Illegal Immigration reform act					I. Instruction Colleges, III. Administration
47	Hatch Act	State	Statute	Certain employees covered by the Hatch Act are prohibited from being a candidate for political					III. Administration
48	GASB 68 Article X Section 16 of the SC Constitution	State	Statute	Requires that all state retirement systems be funding on a sound, actuarial basis					III. Administration
49	SC Code of Laws, Title 9	State	Statute	Governs State Retirement, ORP, PORS and TERI					III. Administration
50	SC Appropriations Act	State	Statute	Oversees: Commission on Higher Ed. Bonuses, Monetary Awards, Voluntary Separation					III. Administration
51	SC Appropriations Act (Proviso 72.25)	State	Proviso	Establishes the State Human Affairs Commission (the State "version" of the EEOC)					III. Administration



Agency Name: **Medical University of South Carolina**

Agency Code: **HS1** Section: **23**

**Divisions or Major Programs**

**Description**

**Service/Product Provided to Customers**

**Customer Segments**

*Specify only for the following segments: (1) Industry; Name; (2) Professional Organization; Name; (3) Public; Demographics.*

I. Instruction Colleges  
 This division facilitates MUSC's mission educate to health care professionals and biomedical scientists who help to preserve and optimize human life in South Carolina and beyond.  
 Education  
 General Public  
 Students seeking professional degrees in a wide variety of health fields and advanced graduate education in biomedical sciences.

II. Research  
 This division facilitates MUSC's mission to conduct research in the health sciences.  
 Discovery/Innovation  
 General Public  
 Discovers in MUSC's laboratories are translated into a wide variety of clinical applications that benefit not only the citizens of SC, but people across the nation and the world.

III. Administration  
 This division provides a centralized and  
 Stewardship  
 Executive Branch/State Agencies  
 Medical/Dental/Pharmaceutical Industries

Agency Name: Medical University of South Carolina

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Partner Template

Name of Partner Entity Type of Partner Entity Description of Partnership Associated Objective(s)

SC Area Health Education Consortium (AHEC) State Government

SC AHEC facilitates the Statewide Family Practice Residency System, the Graduate Doctor Education Program, and the Area Health Education Center Program.

1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2

MUHA

State Government

MUSC partners with the Medical University Hospital Authority to form the only comprehensive academic medical center in the state of SC. This partnership facilitates MUSC's mission to provide comprehensive health care.

1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2

MUSC Physicians (UMA)

Private Business Organization

MUSC partners with MUSC Physicians to facilitate the clinical responsibilities and clinical compensation for College of Medicine faculty whose contracts stipulate clinical practice.

1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2

Federal Research Support Entities (NIH, NSF) Federal Government

MUSC receives federal grant support to achieve its research mission.

2.1.1, 2.1.2, 3.2.3

South Carolina (state grants & contacts) State Government

MUSC receives state grants and contract support to achieve its tripartite mission of education, research, and health care.

1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2, 2.1.1, 2.1.2, 3.1.2, 3.2.3

Department of Education

Federal Government

MUSC receives Title IV funds to support its education mission.

1.1.1, 1.1.2, 1.1.3, 1.2.1, 1.2.2, 3.2.2, 3.1.2

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Report Template

Item	Report Name	Name of Entity Requesting the Report	Type of Entity	Reporting Frequency	Submission Date (MM/DD/YYYY)	Summary of Information Requested in the Report	Method to Access the Report
1	Integrated Postsecondary Education Data System (IPEDS)	The Institute of Education Sciences (IES) (the statistics, research, and evaluation arm of the U.S. Department of Education)	Federal	Bi-annually	10/14/2015, 04/06/2016	Basic information pertaining to the following: Institutional Characteristics, Completions, 12-month Enrollment, Student Financial Aid, Graduation Rates, 200% Graduation Rates, Admissions, Outcome Measures, Fall Enrollment, Finance, Human Resources, Academic Libraries	Paper copy upon written request
2	Institutional Profile	Southern Association of Colleges & Schools Commission on Colleges (SACSCOC)	Outside Organization	Annually	1/15/2016	General information, Personnel, Full-Time Enrollment, Headcount, & Graduation Rate	Paper copy upon written request
3	Financial Profile	Southern Association of Colleges & Schools Commission on Colleges (SACSCOC)	Outside Organization	Annually	7/15/2016	Basic Financial Profile & Indicators	Paper copy upon written request
4	Institutional Effectiveness	South Carolina Commission on Higher Education	State	Annually	8/10/2016	Results of Professional Examinations	Paper copy upon written request
5	Medical University of South Carolina Annual Security Report	Dept. of Education (in accord with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of 1998)	Federal	Annually	8/1/2016	Statistical and other crime related information according to its policies to internal and external agencies as well as the public. Reports include Criminal Offense, Hate Crimes, Arrests, Disciplinary Actions, and Domestic Violence 2013(required by the Jeanne Clery Act.	Available online: <a href="http://academicdepartments.musc.edu/vpfd/publicafety/reports/clery_rep">http://academicdepartments.musc.edu/vpfd/publicafety/reports/clery_rep</a> or http
6	Federal Funding Accountability and Transparency Act Subaward Reporting System (FSRS) or "FFATA Reporting"	United States Federal Government - a federally mandated reporting requirement	Federal	Monthly	30th of every month	Sub-awards MUSC awards above \$25,000.00 using federal funds from grants and contracts	<a href="https://www.fsrs.gov/">https://www.fsrs.gov/</a>
7	Degree Verify	National Student Clearinghouse	Federal	Monthly		Graduate Data	Data is transmitted 3 times a year to the MSC. Paper copy upon written request
8	Radian Asset Assurance, Inc.	Risk Management Department, Higher Education Group, Radian Asset Assurance, Inc.	Outside Organization	Annually	7/22/2016	Fall Headcounts by Full Time and Part Time Enrollment, Number of Applications Received, Accepted, Matriculated, Percent of In State Students	Paper copy upon written request
9	Survey of Medical Schools	US News and World Report	Outside Organization	Annually	5/4/2016	Medical School Enrollment by Minority, Residency, Gender, Class level, Application data by in state, out of state, Gender, Minority, International.	Paper copy upon written request
10	Application Pool, Enrollment and Degrees Conferred	American Association of Colleges of Pharmacy	Outside Organization	Annually	11/1/2015	Number of Applicants, by Residency, By Race/Ethnicity, Level, Age, GPA, Number of Offers	Paper copy upon written request
11	Official Guide to Dental School	ADEA	Outside Organization	Annually	10/1/2015	Dental School Applicants and Enrollees by Gender, Race and Ethnicity	Paper copy upon written request
12	CGS International Graduate Admissions	Council of Graduate Schools	Outside Organization	Annually	5/1/2016	Reports preliminary number of applications received from prospective non-US citizen graduate students.	Paper copy upon written request
13	SEVIS Survey	MUSC Global Health	Outside Organization	Annually	7/1/2016	the average annual number of classes offered, teachers or instructors and students on campus. In addition, I need the approximate annual cost of room, board, tuition, etc. per student.	Paper copy upon written request
14	ADA Survey - CODA	American Dental Association	Federal	Annually	8/1/2015	Demographics of Applicants	Paper copy upon written request
15	FISAP Report	MUSC Student Accounting	Federal	Annually	9/1/2015	Enrollment Data	Paper copy upon written request
16	FICA Report	MUSC Controller's Office	Outside Organization	Annually		Registration Data	Paper copy upon written request
17	Annual Tuition Report	Moody's Investors Service	Outside Organization	Annually	10/10/2015	Enrollment Data	Paper copy upon written request
18	Moody's Higher Education: FTE 2015 Disclosure Request	Moody's Investors Service	Outside Organization	Annually	October 15, 2015	Enrollment Data	Paper copy upon written request
19	ASAP Report	The Association of Schools of Allied Health Professions	Outside Organization	Annually	November 1, 2015	Enrollment Data	Paper copy upon written request

20	DAI Report	American Dental Association	Outside Organization	Annually	December 1, 2015	Dental Student Enrollment Data	Paper copy upon written request
21	ACEE Report	Accreditation Council for Pharmacy Education	Outside Organization	Annually	December 1, 2015	COP Application, Enrollment, and PCAT Data	Paper copy upon written request
22	Santa Fe Report		Outside Organization	Annually	December 1, 2015	Enrollment Data by Program, Race, Gender, Residency	Paper copy upon written request
23	CUPA-HR Report	College and University Professional Association for Human Resources	Outside Organization	Annually	January 1, 2016	Headcount and FTE Enrollment Data	Paper copy upon written request
24	Insurance Report	AIG	Outside Organization	Annually	January 1, 2016	Undergraduate and Graduate Enrollment for Domestic Students and International Students who meet the eligibility for Student Insurance	Paper copy upon written request
25	National Postsecondary Student Aid	US Department of Education	Federal	Annually	January 13, 2016	Student Data Records	Paper copy upon written request
26	Open Doors Survey- Annual Census of International Students	Institute of International Education	Outside Organization	Annually	January 21, 2016	Enrollment, Visa, Gender, Field of Study for International Students	Paper copy upon written request
27	LCME	Liaison Committee on Medical Education	Outside Organization	Annually	January 25, 2016	Medical School Data Enrollment Data	Paper copy upon written request
28	NC Nursing Attestation	KPMG, LLP	Outside Organization	Annually	March 22, 2016	CON Distance Education Enrollment Data	Paper copy upon written request
29	CAHME Report	Commission on Accreditation of Healthcare Management Education	Outside Organization	Annually	April 13, 2016	Application Data for MHA Students	Paper copy upon written request
30	PSEC Report	Tri-County Cradell to Career Collaborative	Outside Organization	Annually	June 9, 2016	Admissions Demographics, Enrollment Demographics	Paper copy upon written request
31	SFC Higher Education Survey	Higher Education Budget Subcommittee of Senate Finance Committee	State	Annually	February 1, 2016	Headcount and FTE Enrollment Data	Paper copy upon written request
32	School Enrollment Transmission	National Student Clearinghouse	Federal	Monthly		Enrollment Data	Paper copy upon written request
33	Annual Operating Report (AOR)	Health and Human Services, Loans Annual Operating Report (AOR)	Federal	Annually	8/1/2016	Loan recipient, student counts, amounts, graduates, drop-outs, race and ethnicity	Paper copy upon written request (there are individual reports for, e.g., Pharmacy, Medicine, etc.)
34	Peterson's Annual Survey of Undergraduate Financial Aid	Peterson's	Outside Organization	Annually	3/1/2016	Financial Aid Awards for Undergraduates, broken down by type, amounts, need-based	Paper copy upon written request
35	LCME Financial Aid Section	Liaison Committee on Medical Education	Outside Organization	Annually	September 1, 2016	Medical School Financial Aid Data	Paper copy upon written request

Agency Name: **Medical University of South Carolina**

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Oversight Review Template

Item	Name of Entity Conducted Oversight Review	Type of Entity	Oversight Review Timeline (MM/DD/YYYY to MM/DD/YYYY)	Method to Access the Oversight Review Report
<b>MUSC/SACSCOC (MUSC conducts a self-study and produces a compliance certification for its regional accreditor, SACSCOC, once every 10 years for reaffirmation of accreditation. The compliance certification is reviewed by 2 SACSCOC committees and voted on by the SACSCOC Board.)</b>				
1		Outside Organization	04/2010 - 04/2017	Paper copy upon written request
2	MUSC Controller's Office (Comprehensive Annual Financial Report)	State	6/30/2015-6/30/2016	<a href="http://academicdepartments.musc.edu/vpfa/visitors/index.htm">http://academicdepartments.musc.edu/vpfa/visitors/index.htm</a>
3	KPMG (external financial audit)	Outside Organization	6/30/2015-6/30/2016	<a href="http://academicdepartments.musc.edu/vpfa/visitors/index.htm">http://academicdepartments.musc.edu/vpfa/visitors/index.htm</a>