

**EXCERPT FROM THE PRELIMINARY REPORT
OF THE REAFFIRMATION COMMITTEE**

Statement Regarding the Report

The Board of Trustees of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) is responsible for making the final determination on reaffirmation of accreditation based on the findings contained in this committee report, the institution's response to issues contained in the report, other assessments relevant to the review, and application of the Commission's policies and procedures. Final interpretation of the Principles of Accreditation and final action on the accreditation status of the institution rest with SACSCOC Board of Trustees.

Name of the Institution: **University of South Carolina - Columbia**

Date of the Review: **November 3-4, 2020**

SACSCOC Staff Member: **Dr. Linda Thomas-Glover**

Chair of the Committee: **Dr. Timothy S. Brophy**
Director, Institutional Assessment
and Professor, Music Education
University of Florida
Gainesville, FL 32606

5.5 Personnel Appointment and Evaluation

- 5.5 The institution publishes and implements policies regarding the appointment, employment, and regular evaluation of non-faculty personnel.
(Personnel appointment and evaluation)

Compliance

The Off-Site Reaffirmation Committee found support for the institution's case for compliance.

The institution has in place defined and published policies regarding the appointment, employment, and regular evaluation of all non-faculty employees, described and published in their Policy and Procedures Manual. The institution provided an extensive and broad-ranging set of examples of non-faculty personnel evaluations that document how policies and procedures are carried out in practice. Policies and procedures themselves are reviewed periodically and a system is in place to oversee their implementation. Standardized hiring checklist for the Division of Human Resources, the Office Classification and Compensation, and all hiring managers conform to the institutional, state, and federal hiring requirements. Separate evaluation procedures apply to classified and unclassified non-academic staff and to officers of the institution.