

**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**

## 6.3 Faculty Appointment and Evaluation

- 6.3 The institution publishes and implements policies regarding the appointment, employment, and regular evaluation of faculty members, regardless of contract or tenure status.  
*(Faculty appointment and evaluation)*

### Compliance

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

The institution has provided sufficient evidence and explanation to conclude that it has established, published, and implemented comprehensive policies regarding the appointment, employment, and regular evaluation of faculty members, regardless of contract or tenure status. All faculty have an annual performance review that includes a "written review that provides specific evaluative information and an administrative assessment of the faculty member's performance in the categories of teaching, research/creative activities, and service. The review should be sufficiently detailed to aid the faculty member in professional growth and development," per the institution's (main campus and regional colleges) faculty manual. Each college, school, or academic unit develops a written set of criteria complying with the general faculty manual, "all pertinent state and federal laws, and all requirements of the South Carolina Commission on Higher Education (CHE)." In addition to general faculty employment policies and procedures, specific written descriptions of collateral duties are provided by department chairs. The regional Palmetto College campuses have evaluation and promotion and tenure policies comparable to those of the institution's main campus, but with additional elements appropriate to the teaching and librarianship dimensions of the college's mission. A lengthy and wide-ranging set of examples of the effective implementation of these policies and procedures is provided, including grievance policies.