The Faculty Committees are under the auspices of the Faculty Senate and the membership and means of appointment are given in the *USC Columbia Faculty Manual*. The official listing of Faculty Committees and their respective missions is in the Faculty Manual. Faculty Committees are distinctive from Special Advisory Committees because they are governed by the faculty of the university. The Faculty Senate Office will issue a call for nominations for Faculty Committees during the spring semester. Please respond to this call or contact the appropriate chair if you are interested in serving on a particular Faculty Committee.

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COMMITTEE ON ACADEMIC RESPONSIBILITY

This committee shall consider appeals of cases decided by the Carolina Judicial Council regarding Honor Code violations. The committee shall consist of five faculty members elected for staggered three-year terms. The committee will assist the Office of Academic Integrity in periodically reviewing the Honor Code and share updates with the Faculty Senate. Members will receive annual training by the Office of Academic Integrity regarding due process, scope, and correspondence, prior to serving on the committee.

Elected
Brent Appling Libraries (2019)
Dorothy Orth Education (2019)
Marco Geraci Health (2020)
Eric Vejerano Health (2020)
Leslie Wiser, Jr., Chair Criminal Justice (2021)

Appointed
Jordan Hammond Undergraduate Student
Azalfa Lateef Undergraduate Student
Jennifer Mandelbaum Graduate Student
Clint Saidy Graduate Student

COMMITTEE ON ADMISSIONS

This committee shall consider policies on undergraduate entrance examinations, admissions, and readmissions and may recommend changes in policy to the Faculty Senate. To assure conformity with undergraduate admissions policies, the committee may review policies and changes proposed by faculties of the various academic units. The committee shall act on appeals of applicants for admission who fail to fulfill established standards of admission or readmission.

Of the ten members, five shall be elected by the faculty and five appointed by the provost. Two faculty representatives shall be elected each year for a term of three years, except every third year, when only one member shall be elected. The director of admissions shall serve as secretary, ex-officio.

Elected
Cormac Cannon, Chair Music (2019)
Laura Litwer Libraries (2019)
Scott Smith Hospitality, Retail and Sport Management (2020)
Shuo Xiao Health (2020)
P. Brandon Bookstaver Pharmacy (2021)
UNIVERSITY ATHLETICS ADVISORY COMMITTEE

The committee shall review and monitor admissions decisions and the academic performance of all student-athletes by regularly receiving appropriate and relevant information regarding the academic eligibility and progress of student-athletes, including graduation rates. The committee also receives reports on, reviews and advises, as appropriate, the Faculty Senate, the NCAA Faculty Athletic Representative (FAR), the president, the director of athletics, and the Board of Trustees on the following: annual inter-collegiate athletic program schedules and major changes to them; the annual budget of the Athletics Department; admissions decisions for athletes receiving grants-in-aid; NCAA certification reports, including Title 9 reports; major requests for waiver of any institutional athletic policies; major changes in Athletics Department personnel (specifically the director of athletics, director of the academic support unit, and head coaches for each sport); the needs, interests, and concerns of student athletes; all other issues regarding inter-collegiate activities as referred to it by University officials. The committee shall make at least an annual, written report of its activities to the Faculty Senate, the president, and the director of athletics.

Membership of the committee shall be six elected faculty members; three student members, (one undergraduate student-athlete who serves as either president or president-elect of the Student Athletics Advisory Committee; one undergraduate student appointed by the president of the student body; and one graduate student appointed by the student government with the consent of the Association of Graduate Students); one member of the Intercollegiate Activities Committee of the Board of Trustees appointed by the chair of that committee; the NCAA faculty athletics representative (FAR); one representative from the Division of Student Affairs; and the director of athletics and one at-large representative from the faculty, appointed by the president.

The chair shall be a member of the faculty. The chair and the NCAA faculty athletics representative (FAR) shall sit with the Intercollegiate Activities Committee at its meetings, ex-officio.

Elected
Deborah Brosdahl, Chair Hospitality, Retail and Sport Management (2019)
Johnathan Ohrt Education (2019)
Peter Binev Mathematics (2020)
Tom Regan Hospitality, Retail and Sport Management (2020)
Heather Brandt Public Health (2021)
Kari Wolf-Odland Public Health (2021)

Appointed
Valinda Littlefield African American Studies, FAR SEC Representative
Ray Tanner Director of Athletics
Dennis A. Pruitt Student and Alumni Services
Chuck Allen Board of Trustees
Marissa Delgado Undergraduate Student
Aaron Greenberg Undergraduate Student
Clint Saidy Graduate Student
BOOKSTORES COMMITTEE

This committee serves to mediate any disputes between students or faculty and local bookstores whose primary purpose is to serve the university community. Faculty members, students, or bookstores with problems should contact the chair of this committee. The committee should also report any major problems to the Faculty Senate with recommendations. In addition to the six elected faculty members, one graduate and one undergraduate student shall serve on the committee.

Elected

Norma Frizzell Catledge  Medicine  (2019)
Birgitta Johnson  Music  (2019)
Barbara Koons-Witt  Criminal Justice  (2020)
Feifei Xiao  Health  (2020)
Amber Cook  Libraries  (2021)
Toni M. Williams  Education  (2021)
Sarah Riesenberger  Undergraduate Student
Lee Goble  Graduate Student

COMMITTEE ON CURRICULA AND COURSES

This committee shall consider, and recommend to the faculty, action on all requests for new or revised curricula leading to any formal recognition other than graduate degrees or first professional degrees in law, medicine and pharmacy. The committee shall also consider, and recommend to the faculty, action on all requests for the institution, modification, or deletion of courses and of any prescribed programs of study that do not fall within the purview of the graduate faculty. The committee shall review the various university curricula with special attention to duplication or obsolescence of courses. The committee shall consist of eight faculty members, elected for terms of three years. In addition to the members elected by the faculty, there shall be one member appointed by the provost to serve ex officio, one representative from the regional campuses elected by the Palmetto College Campuses Faculty Senate, a representative of the Office of the University Registrar and two student members.

Elected

Robert Cox  Political Science  (2019)
Jeffrey Turner  Philosophy  (2019)
Claudia Benitez-Nelson  Earth, Ocean, and Environment  (2019)
John Gerdes, Chair  Engineering  (2020)
Christee Pascale  Libraries  (2020)
Marianne Bickle  HRSM  (2021)
Kenneth Campbell  Journalism  (2021)
Vacant  (2021)

Appointed

Tena Crews, ex-officio  Office of the Provost
Christina Sixta Rinehart  Union
Libby Cross, ex-officio  Graduate School
Ed Short, ex-officio  Office of the Registrar
Bennet Lunn  Undergraduate Student
Jennifer Mandelbaum  Graduate Student

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FACULTY ADVISORY COMMITTEE

This committee shall advise the faculty and administration on all matters pertaining to the general policies and operations of the university that lie outside or cut across the responsibilities of other standing committees. It shall initiate studies and make recommendations to the faculty and administration regarding any matters affecting the general welfare of the university that faculty members, faculty bodies, and administrative officers refer to it. It also shall review proposals of other standing committees and recommend procedures for their implementation. The provost and vice provost for faculty development are ex-officio members.

Elected
Erik Doxtader  English  (2019)
Mark Cooper  English  (2019)
Gina Crosby-Quinatoa  Public Health  (2019)
Susan Bon, Co-Chair  Education  (2020)
Bo Cai  Health  (2020)
Nicholas Vazsonyi  Languages, Literatures & Cultures  (2020)
Charley Adams  Public Health  (2021)
Andrew Graciano, Co-Chair  Visual Art  (2021)
Chuanbing Tang  Chemistry  (2021)

Appointed
Joan Gabel, ex-officio  Provost
Marco Valtorta, ex-officio  Computer Science and Engineering (Fac Sen Chair)
Cheryl Addy, ex-officio  Provost’s Office

FACULTY-BOARD OF TRUSTEES LIAISON COMMITTEE

This committee shall serve as liaison between the faculty and the Board of Trustees. Members shall be the chair and chair-elect of the Columbia Faculty Senate, the chairs of the Faculty Advisory and Faculty Welfare committees, one person appointed by the president upon nomination by the Regional Campuses Faculty Senate, and the chair of the faculty government at one of the four-year campuses. The representation of the four-year campuses shall rotate annually among these campuses, Aiken, Beaufort, and Upstate. The chair of the Columbia Faculty Senate shall be chair of the committee and shall sit with the Board of Trustees as provided by the bylaws of the board.

The committee shall meet with the Academic Affairs Committee of the Board of Trustees, which deliberates on matters of mutual concern to the faculty and the Board of Trustees.

Marco Valtorta, Chair  Computer Science and Engineering (Faculty Senate Chair)
Augie Grant  Journalism & Mass Communications (Faculty Senate Past Chair)
Bethany Bell  Social Work (Faculty Welfare Co-Chair)
William Morris Jr.  Educational Studies (Faculty Welfare Co-Chair)
Susan Bon  Education (Faculty Advisory Co-Chair)
Andrew Graciano  Visual Art (Faculty Advisory Co-Chair)
Lizabeth Zack  USC Upstate (Senior Campuses Representative-2019)
Hennie VanBulck  Faculty Senate Chair - Palmetto College
**FACULTY BUDGET COMMITTEE**

The committee shall consist of ten members: three elected members, the current and immediate past chairs of the Faculty Advisory Committee and the Welfare Committee, the chair of the Faculty Senate, and the past chair or the chair-elect of the Faculty Senate; the provost and a representative of the Division of Administration and Finance shall serve ex officio.

This committee serves as a liaison between the university administration and the university faculty (through the Faculty Senate) on matters pertaining to the university budget, advocates the faculty perspective on matters of budget and budgetary policy, and provides a venue for discussing faculty questions and concerns about the university budget and budgeting process. To accomplish its purpose, the Faculty Budget Committee shall have input into university budget policy in two ways. First, the chair of the Faculty Budget Committee, the other two elected members, and the chair of the Faculty Senate will be welcomed to attend the president's budget hearings. Second, the chair of the Budget Committee, the immediate past chair of the Budget Committee, and the chair of the Faculty Senate shall serve on the University Finance Committee.

Mary Alexander, ex-officio  
Tom Regan, **Chair**  
Ana Dubnjakovic  
Deborah Hazzard  
Augie Grant  
Marco Valtorta  
Susan Bon  
Andrew Graciano  
Bethany Bell  
William Morris Jr.

Office of the Provost  
Hospitality, Retail and Sport Management (2019)  
Libraries (2020)  
Business (2021)  
Journalism & Mass Communications (Past Sen Chair)  
Computer Science and Engineering (Sen Chair)  
Education (Fac Advisory Co-Chair)  
Visual Art (Fac Advisory Co-Chair)  
Social Work (Fac Welfare Co-Chair)  
Educational Studies (Fac Welfare Co-Chair)

**FACULTY GRIEVANCE COMMITTEE**

This committee shall consider individual grievances, including grievances regarding salary matters (see also "Terms of Employment"), brought before it by members of the faculty. When, in its judgment, a grievance is determined to be well-founded, the committee shall attempt to resolve the matter through mediation or other appropriate action. See also "Academic Grievance Procedures." The committee shall consist of nine elected members for staggered three-year. All members of the committee shall be tenured full professors or tenured librarians, and, at the time they commence a term of service on the committee, a year shall have elapsed since their last service, if any, on the University Committee on Tenure and Promotions. Faculty members appointed to administrative positions such as department chair, assistant dean, or associate dean are not eligible to serve on this committee.

**Elected**

Robert Mullen  
Jodi Spillane  
Joshua Tebbs, **Chair**  
Beth Bilderback  
Matthew Boylan  
Duncan Buell  
Lara Lomicka Anderson  
Andrea L’Hommedieu  
David Reisman

Engineering and Computing (2019)  
University Libraries (2019)  
Statistics (2019)  
Libraries (2020)  
Mathematics (2020)  
Engineering and Computing (2020)  
Languages (2021)  
Libraries (2021)  
Biology (2021)

**Appointed**

Sara Wilcox  
Public Health (2020)

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FACULTY SENATE INFORMATION TECHNOLOGY COMMITTEE

The Faculty Senate Information Technology Committee provides a faculty voice in assessing and planning Information Technology (IT) services, resources, and infrastructure for administration, instruction, and research at the University of South Carolina. The committee shall consist of eight elected members of the voting faculty; one graduate student representative; one undergraduate student representative; and no more than six ex-officio representatives, typically one each from the University Technology Services (UTS), Research Cyberinfrastructure (RCI), the University Libraries, the Office of the Vice President for Research (VPR), the Office of the Provost, and the Office of the University Registrar. The composition of the committee shall reflect the need for expertise in the complex field of IT and general interest of the University faculty.

Specific charges to the committee are:

1) To survey periodically faculty, staff, and students regarding the efficacy of IT resources including general services, resources and infrastructure that support the missions of teaching, research, and service.
2) To assess the compatibility of available and planned IT services, resources, and infrastructure with the University's ambition as a locally, nationally, and internationally-regarded teaching and research institution.
3) To ensure that faculty have a meaningful role in future development of IT at the University of South Carolina by: maintaining and publishing a list of all standing committees related to IT.
4) To make recommendations to the Faculty Senate for changes in IT services, resources, and infrastructure based on the information, assessment, and analysis resulting from the committee’s work in points 1-3 above.

Elected
Susan Rathbun-Grubb Library and Information Science (2019)
Simon Tarr, Chair School of Visual Arts & Design (2019)
Sophya Garashchuk Chemistry (2020)
Heather Heckman Libraries (2020)
Zhenlong Li Geography (2020)
Cole Chapman Public Health (2021)
Ana Lopez-DeFede Social Work (2021)
Robert Mullen Engineering (2021)

Appointed
Jeff Farnham, ex-officio Undergraduate Student
Graduate Student
Phil Moore, ex-officio UTS
Glenn Bunton, ex-officio Research Cyberinfrastructure
Debbie Kassianos, ex-officio Vice President for Research Office
Cheryl Addy, ex-officio Provost’s Office
Aaron Marterer, ex-officio University Registrar Office

FACULTY WELFARE COMMITTEE

This committee shall consider university policies and the enforcement of policies regarding the welfare of the faculty, such as faculty salaries, other compensation and benefits, and any matters affecting the workplace environment. The committee may recommend appropriate changes or the enforcement of existing policy, propose new policies, or comment upon proposed university action affecting faculty welfare. Major changes
in policy should be forwarded with a recommendation to the Faculty Senate for its consideration and transmittal to the provost, president, or Board of Trustees. A representative of the Office of the Provost shall serve ex officio.

Drucilla Barker                  Anthropology  (2019)
Subrahmanyam Bulusu,             Earth, Ocean and Environment (2019)
Samuel McQuillin                 Psychology       (2020)
Traci Testerman                  Medicine        (2020)
Bethany Bell, **Co-Chair**       Social Work     (2021)
Douglas Meade                    Mathematics     (2021)

**Appointed**
Shelley Jones                  Palmetto College (2021)
William Morris Jr, **Co-Chair** Educational Studies (2020)
Abbas Tavakoli                  Nursing        (2020)
Kelly Epting, ex-officio       Office of the Provost

**COMMITTEE ON HONORARY DEGREES**

This committee shall recommend recipients of honorary degrees to the president and the Board of Trustees. The provost or appointed representative shall be ex-officio chair.

**Elected**
Timothy Simmons                Libraries       (2019)
Candle Wester                  Law            (2019)
Julius Fridriksson              Health         (2020)
James Kirylo                   Education      (2020)
Xiaofeng (Steven) Liu           Education      (2021)
Swapan Ray                     Medicine       (2021)

**Appointed**
Cheryl Addy, **Chair**             Office of the Provost
Eugene Suydam                   Undergraduate Student
Clint Saidy                     Graduate Student

**COMMITTEE ON INSTRUCTIONAL DEVELOPMENT**

This committee shall initiate studies, make recommendations to the faculty and administration on enhancing the practice and status of teaching, and review distributed learning course proposals for compliance with best practice benchmarks as defined by the university and accreditation bodies. The committee shall then recommend compliant distributed learning course proposals for approval.

The membership of the committee shall include seven faculty members elected for staggered three-year terms. The provost shall appoint four other faculty members, for staggered three-year terms, to guarantee broad representation of the colleges and academic ranks. The president of the student body with confirmation of the Student Senate and the Graduate Student Association, respectively, shall appoint one undergraduate and one graduate student to one-year terms. Ex officio members may include representatives from the Office of the Provost, Distributed Learning Support Services, Center for Teaching Excellence and Graduate School.

**Elected**
Kirk Fielder                   Business Administration (2019)
INTELLECTUAL PROPERTY COMMITTEE

This committee shall consider cases involving intellectual property, including patent and copyright matters, and shall be the intellectual property advisory body within the university. In addition to the six elected faculty members, there shall be three members appointed by the provost. The director of the Technology Commercialization Office, or a representative of that office, shall serve ex officio.

Elected
Diansheng Guo Geography (2019)
Susan Lessner Medicine (2019)
Dick Kawooya, Chair Information and Communication (2020)
Stacy Winchester Libraries (2020)
Eric P. Robinson Journalism (2021)
Peishen Xu Pharmacy (2021)

Appointed
Brian Benicewicz Chemistry & Biochemistry (2020)
Chad Hardaway, ex-officio Director, Technology Commercialization
George Lampl Office of General Counsel

COMMITTEE ON LIBRARIES

This committee shall consider and review matters concerning the status and funding of the libraries that are under the supervision of the dean of libraries.

The committee shall consist of eleven members: seven elected from the faculty, including one member of the teaching faculty of the regional campuses elected by the Senate; three regional campuses faculty elected by
the Palmetto College Campuses Faculty Senate; and the dean of libraries, ex officio. No college shall have more than two elected members, and no department shall have more than one elected member.

Elected
Chun-Hui Miao Business Administration (2019)
Richard Southall, Chair Hospitality, Retail & Sport Management (2019)
Lesly Wade-Woolley Public Health (2019)
Dev Karan Medicine (2020)
Jung-Hwan Kim Hospitality, Retail & Sport Management (2020)
Krishna Mandal Engineering (2020)
Rebecca Freeman Palmetto College (2020)

Appointed
Scott Gwara English (2020)
Susan Rathbun-Grubb Library and Information Sciences (2021)
Jessica Elfenbein History (2021)
Tom McNally, ex-officio Libraries

PROFESSIONAL CONDUCT, COMMITTEE ON

This committee will investigate formal complaints of workplace bullying. The committee will consist of 10 elected faculty members for staggered three-year terms. Each member of the Committee must hold the rank of tenured Professor or tenured librarian. No Committee member shall serve simultaneously on the Faculty Grievance Committee. Prior to the commencement of a committee member’s duties, he or she must receive training in the recognition of workplace bullying, which is defined below under the section on workplace civility. The Provost in consultation with the Chair of the Faculty Senate will appoint a tenured faculty member to serve in a part-time capacity as the Faculty Civility Advocate.

In response to the receipt of a formal complaint of workplace bullying, the Provost shall appoint an ad hoc committee to investigate the complaint. The ad hoc committee shall consist of three members from the Committee and two non-Committee faculty members.

Elected
Shirley Carter Journalism & Mass Communication (2019)
Joseph Quattro Biological Sciences (2019)
Jean Taylor Ellis Earth & Ocean (2020)
Laura Hein Nursing (2020)
Varsha Kulkarni Physics (2020)
Jihong Liu Health (2020)
Kathy Snediker Libraries (2021)
Bethany Bell Social Work (2021)
Vacant

Appointed
Janice Breuer (Faculty Civility Advocate) Economics
Cheryl Addy, ex-officio Office of the Provost

SCHOLASTIC STANDARDS AND PETITIONS, COMMITTEE ON
This committee shall consider matters concerning university academic requirements, standards, policies, and practices. It shall review changes proposed by colleges and shall make recommendations to the appropriate faculty or the Faculty Senate.

Decisions of a college committee concerning academic regulations may be appealed to the university committee by either the student involved or the dean of the college. Grounds for appeals shall be limited to a contention that a university academic regulation was misinterpreted or that the college committee hearing was fundamentally unfair. The appealing party shall describe in writing the basis for the appeal and shall provide available supporting information. If the committee considers an appeal, it may confirm the decision of the college committee, return the case to the college for reconsideration, or under exceptional circumstances reverse the decision of the college committee in matters involving the interpretation of university regulations.

In addition to the six elected faculty members, there shall be two student members. The director of admissions and the registrar, or representatives of those offices, shall serve as ex-officio members.

Elected
Conor Harrison Geography (2019)
Sasha Yankovsky Earth & Ocean Sciences (2019)
Brett Altschul, Chair Physics (2020)
MVS Chandrashekar Engineering (2020)
Daniella Cook Education (2021)
Hunter Gardner Languages (2021)

Appointed
Scott Verzyl, ex-officio Admissions
Aaron Marterer, ex-officio Registrar's Office
Kristen Tieman Student
Nick Vera Student

SENATE STEERING COMMITTEE

This committee shall serve as a nominating committee and as a planning body that studies issues confronting the university and recommends action to be taken by existing faculty committees, the faculty, and administration.

The committee is composed of the nine chairs of the following committees: Admissions, Athletics Advisory, Curricula and Courses, Faculty Advisory, Faculty Budget, Faculty Welfare, Scholastic Standards and Petitions, Information Technology, University Committee on Promotion and Tenure, and one faculty member appointed by the Chair of the Faculty Senate. The Provost and Parliamentarian shall serve as ex officio members.

Marco Valtorta, Chair Computer Science and Engineering (Fac Sen Chair)
Mark Cooper English Language and Literature (Fac Sen Chair-elect)
Elizabeth West South Caroliniana Library (Fac Sen Sec)
Cormac Cannon Music (Admissions)
Deborah Brosdahl Hospitality, Retail and Sport Management (Athletics Adv)
John Gerdes Integrated Information Technology (Cur and Courses)
Susan Bon Education (Co-Chair-Fac Advisory)
Andrew Graciano Visual Art (Co-Chair-Fac Advisory)
Tom Regan Hospitality, Retail and Sport Management (Fac Budget)
Bethany Bell Social Work (Co-Chair - Fac Welfare)
William Morris, Jr Educational Studies (Co-Chair - Fac Welfare)
UNIVERSITY COMMITTEE ON TENURE AND PROMOTIONS

This committee shall publish guidelines for departmental tenure and promotion criteria and procedures, approve departmental tenure and promotion criteria and procedures, review all tenure and promotion cases, and make tenure and promotion recommendations to the president. It shall be composed of twenty-four tenured full professors, fifteen elected by the faculty and nine appointed by the president or designee. No more than three elected members may be from any single college or school except the College of Arts and Sciences, which may have up to nine elected members. Of the nine appointed members, no more than two may be chosen from any single college or school.

The elected members shall be nominated by a committee composed of the members of the Faculty Senate Steering Committee, and the eight persons completing their terms on the Tenure and Promotions Committee. The nominating committee shall nominate a slate of ten, from which the voting members of the faculty shall elect five persons. Each voting faculty member may vote for up to five nominees. No person shall serve more than three years consecutively, and no department chair, assistant or associate dean, or dean shall be a member of the committee.

Elected
Robert Brame  Criminology and Criminal Justice (2019)
Subrahmanyam Bulusu  Earth, Ocean, and Environment (2019)
Robert Cox  Political Science (2019)
Robert Johnson  Educational Studies (2019)
Christopher Williams  Chemical Engineering (2019)
Gail Barnes  Music (2020)
Timothy Fry  Management Science (2020)
Esmaiel Jabbari  Chemical and Biomedical Engineering (2020)
Jihong Liu  Public Health (2020)
Joseph Quattro  Biological Sciences (2020)
Lara Lomicka Anderson  Language, Literatures and Cultures (2021)
Michael Beets  Public Health (2021)
Catherine Compton-Lily  Instruction and Teacher Education (2021)
Wayne Outten  Chemistry and Biochemistry Sciences (2021)
Rekha Patel  Biological Sciences (2021)

Appointed
Bob Brookshire  Integrated Information Technology (2019)
Audrey Korsgaard, Chair  Management (2019)
Carol Pardun  Journalism (2019)
Campbell McInnes  Pharmacy (2020)
Eva Monsma  Education (2020)
Michael Stoeltzner  Philosophy (2020)
Cynthia Corbett  Nursing (2021)
Jay Potts  Medicine (2021)
Andy Gillentine  Sport and Entertainment Management (2021)
TENURE REVIEW BOARD

This board conducts hearings and rules on cases involving the dismissal of tenured faculty members for cause. It also resolves disagreements between the provost and any unit over the content of unit post-tenure review standards and procedures. The seven members of the board shall be tenured faculty, two appointed by the president or designee and five elected by the faculty for staggered three-year terms.

Elected
Saurabh Chatterjee Health (2020)
Krishna Mandal Engineering (2020)
Vladimir Gudkov Physics (2021)
Mark Nagel HRSM (2021)

Appointed
Lisa Eichhorn, Chair Law (2020)
Sherry Thatcher Management (2020)