

AGENCY NAME:	UNIVERSITY OF SOUTH CAROLINA - UPSTATE		
AGENCY CODE:	H340	SECTION:	20C

**Fiscal Year 2017-18
Accountability Report**

SUBMISSION FORM

AGENCY MISSION	<p>University of South Carolina Upstate aims to become one of the Southeast’s leading "metropolitan" universities ... a university that acknowledges as its fundamental reason for being its relationship to expanding populations along the I-85 corridor. It aims to be recognized nationally among its peer institutions for its excellence in education and commitment to its students, for its involvement in the Upstate, and for the clarity and integrity of its mission.</p> <p>As a senior public institution of the University of South Carolina with a comprehensive residential campus in Spartanburg and commuting and degree completion operations at the University Center Greenville, the University’s primary responsibilities are to offer baccalaureate education to the citizens of the Upstate of South Carolina and to offer selected master’s degrees in response to regional demand.</p> <p>USC Upstate strives to prepare its students to participate as responsible citizens in a diverse, global and knowledge-based society, to pursue excellence in their chosen careers and to continue learning throughout life. Curricula and services are designed for the University’s students, four to seven thousand in headcount, who are diverse in background, age, race, ethnicity, educational experience and academic goals. Students are drawn in large proportion from the Upstate where many choose to remain for their careers. A broad range of major curricula are provided in arts and sciences and in professional fields of study required by the regional economy, including business, education, and nursing. Through on-site instruction, distance learning, continuing education and inter-institutional articulation agreements, both traditional students and working professionals are served across the region.</p> <p>Consistent with the international character of the Upstate, the University promotes global perspectives across its programs. Supporting the regional employment objectives of most of its students, it provides extensive experiential learning opportunities.</p> <p>The university’s mission rests upon a foundation of partnerships with the education, corporate and service organizations of the Upstate. The faculty provides leadership in promoting the Upstate’s economic, social and cultural development. This is achieved through its teaching, professional and public service, basic and applied scholarship and research, and creative endeavors.</p>
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AGENCY VISION	<p>The University's core values not only serve as the philosophical underpinnings of the institution's mission, but they serve to govern attitudes, behaviors, and decisions in daily activities among stakeholders. As such, the University of South Carolina Upstate affirms that...</p> <p>PEOPLE come first. We are committed to creating an inclusive environment wherein we respect our differences as we pursue our common academic purposes. Our employees, students, parents and partners are the University's most valuable assets. We aim to work hard, work smart and always do the right thing. We cooperate and collaborate with colleagues and constituents, aiming to be responsive, flexible, accessible and friendly in our service. We strive to be goodwill ambassadors for the University, and to advance its reputation and its metropolitan mission.</p> <p>STEWARDSHIP of resources is critical to accomplishing the University's mission. We understand the importance of evaluating and reflecting on our daily activities in order to gain the highest value in return for the University's and our own professional investments. As employees, we aim to apply principles of honesty and fiscal responsibility in order to conserve student, partner, and University resources as though they were our own.</p> <p>INTEGRITY as an academic institution drives our daily activities. That integrity includes a passion for teaching and learning, and a belief that every employee and student has a right to learn and progress as far as he or she is able. We seek, therefore, to provide a distinctive learning environment that supports and encourages employee growth and personal and professional development.</p>
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Please select 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.

	Yes	No
RESTRUCTURING RECOMMENDATIONS:	<input checked="" type="checkbox"/>	<input type="checkbox"/>

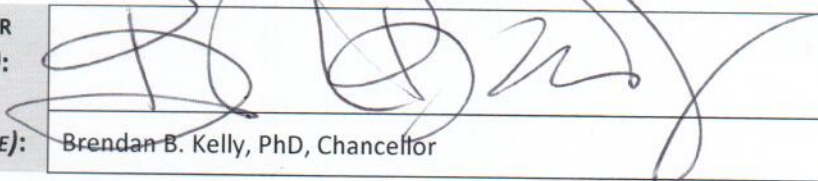
Discussion regarding restructuring provided below under **Restructuring Recommendations**.

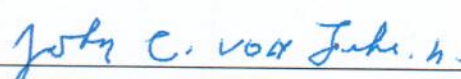
Please identify your agency's preferred contacts for this year's accountability report.

	<i>Name</i>	<i>Phone</i>	<i>Email</i>
PRIMARY CONTACT:	Sam Cooper, PhD	864-503-5854	scooper7@uscupstate.edu
SECONDARY CONTACT:	Pam Steinke, PhD	864-503-5005	psteinke@uscupstate.edu

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I have reviewed and approved the enclosed FY 2017-18 Accountability Report, which is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR (SIGN AND DATE):			
(TYPE/PRINT NAME):	Brendan B. Kelly, PhD, Chancellor		

BOARD/CMSN CHAIR (SIGN AND DATE):			SEP 17 2018
(TYPE/PRINT NAME):	John C. Von Lehe, Jr.		

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AGENCY'S DISCUSSION AND ANALYSIS

As USC Upstate enters its second year of Chancellor Brendan Kelly's leadership, there continues to be campus wide assessment of resources and processes. These efforts are yielding positive changes and continual improvements that are benefiting students, faculty and staff, and the Upstate community. Among the significant advances that are making USC Upstate a stronger and more engaged institution are the following:

- Top rated consulting teams are being partnered with to provide objective external review and guidance on advancing specific and broadly defined "next steps." Extensive collection, analysis and use of data is driving the day-to-day operation and planning for the institution. Informed decision making is now established as the modus operandi.
- In addition to the above describe external review and partnership, USC Upstate has strengthening internal data collection and analysis. Within the past year, a new department was established with a dedicated Director for the purpose of internal data provision. This department, **Institutional Research & Business Intelligence**, has made tremendous strides promoting easy data consumption. Previously, Institutional Research was combined with Institutional Effectiveness and concentrated largely on external reporting.
- To add additional focus to academic assessment, distance learning, research, faculty development, and learning technologies, an Associate Provost & Vice Chancellor for Academic Affairs was hired.
- The newly established role of Dean of University College was developed to oversee and promote student success.
- A new Chief Diversity Officer was hired. He also serves as special assistant to the Chancellor for equity and inclusion.
- An extensive review of the academic organization was completed that led to specific program restructuring helping to ensure that students and the community are best served by optimal academic preparation opportunities. Among the realignment efforts was the reorganization of the College of Arts and Sciences into two separate colleges, namely **The College of Science and Technology** and **The College of Arts, Humanities, and Social Sciences**. Further, the School of Education is now the **School of Education, Human Performance, and Health**. This better accommodates the rapidly growing Bachelor of Science in Exercise and Sports Science and opens new avenues for career-relevant degree programs.
- New Strategic Plan that focuses on the following three strategic priorities that create transformative opportunities:
 - By Providing Rigorous, Career Relevant, and Accessible Education
 - By Enhancing the Quality of Life in Upstate South Carolina
 - By Being the University of Choice for Faculty and Staff, Students, and the Community

We expect our trajectory to continue to be positive as evidenced by core metrics (e.g., increased enrollment, increased graduation rates) and other student success, academic excellence, community engagement, and institutional effectiveness metrics. USC Upstate has clear relevance to the residents of the Upstate, and we are committed to providing the highest quality educational experience to advance the educational attainment rates of the region.

It should also be noted, as briefly mentioned above, that USC Upstate has released a new comprehensive Strategic Plan that will be effective beginning in academic year 2018 – 2019. This new Strategic Plan is outlined in the Strategic Planning FY2018-19 spreadsheet template presented later in this report. This is an exciting

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Strategic Plan that will lead USC Upstate forward. In partnership with Studer Education, many of the metrics for the new plan are currently in development. In cases where these metrics are currently being defined, a note will appear in the spreadsheet template.

The chart below provides additional highlights of new and developing initiatives at USC Upstate.

Goal 1	Activity Student Success – We will recruit, retain, and graduate increasing numbers of well-prepared students
Strategy 1.1	Increase the student population and persistence through graduation.
	Natural Sciences and Engineering has partnered with the Student Success Center to have a full-time dedicated advisor for first year students. This approach allows for proactive advisement and earlier interventions for students who are not on track to reach desired outcomes during their first year.
	We provide an AGOGE extended orientation program that supports the freshmen student transition into our community. This program exposes students to faculty, staff, services and programs that helps them connect to Upstate. The Freshman Leadership Experience Program (FLEX) targets Freshman who want to develop their leadership skills in hope of obtaining leadership roles on campus. This program highlights those students who held leadership in high school organizations and helps them transition into the collegiate environment.
	In Counseling Services, we implemented a plan to train all faculty and select staff in Mental Health First Aid Training over a two year period. This training will support students with mental health needs and support their ability to achieve academic success.
	Conducted plagiarism prevention workshops throughout the year - 657 students completed the workshop. Redesigned the Agoge game to acclimate new students to the university library and its resources - 58 students completed the Agoge game.
Strategy 1.2	Respond to workforce needs of the State of South Carolina
	Implemented Advanced Manufacturing Management degree program. Continued to recruit students to the program and promote its impact on the local economy. The degree is geared to Upstate industries.
	Beginning in Fall 2017, a unique 2+2 degree was implemented by Natural Sciences and Engineering that allows students with an Associate of Applied Science in Mechatronics to pursue a Bachelor of Applied Science in Advanced Manufacturing Management. The development of the program was a cooperative effort among USC Upstate, technical colleges in the Upstate, BMW Manufacturing Co., and other manufacturers to provide leadership skills and advancement opportunities for Mechatronics degree holders. It was specifically crafted to meet the needs of the manufacturing base in the Upstate and beyond. During the 2017-18 academic year, NSE created a new chemistry BA major designed specifically for health professionals or those interested in working in chemistry-related fields with their bachelor's degree. The program became active in Fall 2018.
	Provided leadership development programs in Student Life which contributed to the skill development of students as they progress into their careers and graduate

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	studies. This includes; Leadership Advance, AGORA Organizational Trainings, Women in Leadership and the Freshmen Leadership Experience Program (FLEX).
Goal 2	Excellence in Teaching and Learning – We will continually improve the quality of the educational experience we offer.
Strategy 2.1	Increase the capacity and effectiveness of all academic programs, strengthening our status as a leading academic institution in the Upstate of South Carolina.
	Conducted negotiations with Landshut Hochschule, Anglia Ruskin University, and Universidad Francisco de Vitoria for dual degree programs as well as faculty and student exchanges. Exchanges have begun with these schools and continue to be more deeply developed.
	Implemented a college-wide event that recognized faculty scholarship. Featured faculty scholarship on webpage and in college newsletter.
	Initiatives to encourage students to work with faculty to submit research to Upstate Research Symposium. Several of our faculty directed undergraduate research projects, which were presented at the SC Research Symposium in April and later submitted to the USC Upstate Research Journal.
	Natural Sciences and Engineering offered courses with service learning components in microbiology, genetics and animal behavior.
	HIMS 499 students performed service-learning internships in the healthcare industry.
	Through INFO 798 and INFO 799, graduate students have participate in important faculty-led research as a requirement for completing the MS in Informatics degree. Through INFO 399, undergraduates participate in faculty-led research as well.
	We have a dual-degree program with Landshut University in Germany. Landshut students come here and take USC Upstate classes and Upstate students go to Landshut for a year.
Strategy 2.2	Align instruction with the needs of 21st Century learners.
	The Office of Distance Education supported development of an online/distance-education non-majors botany lecture and laboratory course in Natural Sciences and Engineering.
	Two instructors in NSE were newly trained in active learning pedagogical approaches and three instructors from this unit now teach some or all courses using these approaches in classrooms designed for active learning.
	Incorporated active-learning technology and techniques into the INFO 101 course and service-learning into the HIMS 499 course.
Strategy 2.3	Increase Opportunities and support for faculty and staff professional development.
	Increased funding to supplement TAPS grants for international conference travel.
	We began emphasizing professional development for our athletic academic staff and they attended a national conference for athletic academic advisors.

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Goal 3	Community Engagement - We will strengthen our connections and relationships with businesses, organizations, and people to address needs in our region and further realize our Metropolitan Mission.
Strategy 3.1	Increase Community Engagement in fulfillment of our Metropolitan Mission.
	The College of Arts and Sciences sponsored over 100 events that were open and advertised to the Upstate community. Faculty spoke at many meetings in the Upstate and around the country.
	NSE expanded its work on Upstate plants and animals. It is featured online. HPPA finalized a second volume of essays on Upcountry South Carolina history. Initiatives have been made to provide translation services to Spanish speakers and instruction for translation services. MCS faculty work with Spartanburg Health Systems on statistical data.
	Dean of the Library is concentrating on local research of women in WWI – specifically the nurse training school at Camp Wadsworth.
	Began an initiative with our Marketing staff and Men's Basketball program called "Character Counts" whereby we had roughly 600 local elementary and middle school students attend a game for free at USC Upstate as an incentive for good behavior.
	Established a Networking Dinner with local businesses and professionals across multiple industries where students had a chance to meet with professionals in industries that they were considering for a career and have dinner with them
Goal 4	Institutional Effectiveness - We will achieve new efficiencies and effectiveness through care assessment, cost/benefit analyses, assignment of the right people in the right positions, and refinements to processes and procedures.
Strategy 4.1	Improve Communication.
	Communication and Tools – implemented electronic newsletters for faculty and staff, students, and key stakeholders to inform them of University news and notable accomplishments for improved visibility and communication.
	The library is implementing more modules of the LibGuide family of software to allow sharing of calendars and scheduling of rooms.
	Televising more of our Softball and Baseball games so that fans and supporters have more opportunities to see games on TV. Hopefully, this helps develop new fans due to increased visibility.
Strategy 4.2	Support faculty and staff development.
	Training/Employee Relations offered a variety of topics. 69 formal trainings were offered with 1572 attendees. The Center for Excellence in Teaching and Learning (CETL) offered 12 workshops with 131 attendees.
	Received funding to supplement TAPS grants for international conference travel.
Strategy 4.3	Increase and maximize institutional revenue.
	Dr. Leonhirth won an externally-funded grant on the order of \$100,000 from SCRA that she will be executing this coming year in the Department of Informatics.
	Increased private support benefiting the University and those it serves with a 260% increase over the previous year.
Strategy 4.4	Foster a culture of assessment and continuous improvement throughout the University.

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	25% of campus wireless and switches upgraded- Vendini - Online Ticketing Solution- Starfish - student success tool- Academic Works - Grant & Scholarship app- Vector - Not Anymore - Title IX/alcohol training software. Accreditation/Compliance/Assessment/Eportfolio/Planning Software tool.
	Mathematics Program revised assessment goals and SLOs for program improvement.
	Charged a new group called the Physical Learning Environments Advisory Team to analyze current learning spaces and determine experiences for future classrooms and upgrades.
Strategy 4.5	Provide facilities that support a rich academic, residential, athletic, co-curricular, and sustainable environment in which students, faculty, and staff effectively interact.
	The library began major renovations in May 2018 and will continue through June 2020.
Strategy 4.6	Confirm the institution's commitment to diversity.
	A new Chief Diversity Office was hired. He also serves as special assistant to the Chancellor for equity and inclusion.
	Multicultural Student Services provided increased partnerships with academic partners in women's and gender studies; African American Studies; Faith Based Community Organizations and Lone Oak Elementary.
	Implementation of Blackboard Ally accessibility checker for all Bb courses Requiring all software contracts to have the following: VPAT statement-compatibility with screen readers and other accessibility tools.
	Hired Help Desk student staff that consists of individuals whose demographics are underrepresented in the technology field (veterans, minorities, females).
	Submitted a proposal for SC INBRE membership that included specific strategies to recruit and retain students from underrepresented minorities in programming.

RISK ASSESSMENT AND MITIGATION STRATEGIES:

USC Upstate continues to grow and thrive in the Upstate of South Carolina as evidenced by increased applications and enrollment, annual graduation numbers, more robust partnerships, targeted community engagement, and programming responsive to workforce needs. In the unlikely event that Upstate fails to achieve its goals and objectives, opportunities for high quality public post-secondary education at the Baccalaureate and Graduate level will be severely curtailed in the Upstate of South Carolina. The impact on the economy and the quality of life in our region would be catastrophic.

Extremely low levels of state funding, relative to public universities in other states, continue to be the greatest threat to both growth and sustaining operations of USC Upstate. If we continue on our current trajectory, the risk is that, at some tipping point, public post-secondary education in the Upstate will no longer be affordable for most of our residents. The risk is one that the General Assembly could resolve before it becomes a crisis.

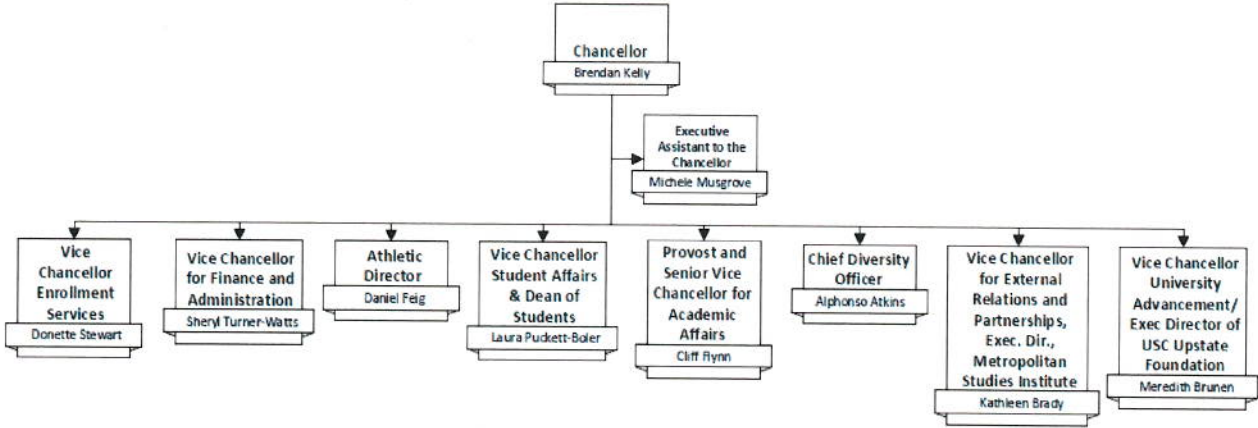
RESTRUCTURING RECOMMENDATIONS:

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An extensive review was conducted in the Fall '17 semester to determine the best organizational structure for USC Upstate's academic departments. The intent of this effort was to identify how to best meet the needs of students with respect to developing and delivering innovative, career-relevant academic programs, as well as managing resources as efficiently and effectively as possible. **Please see the letter from Chancellor Kelly for a detailed discussion (pp A10 – A12).**

UNIVERSITY ORGANIZATIONAL CHART

University of South Carolina Upstate



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May 7, 2018

Brendan B. Kelly, Ph.D.
Chancellor

TO: Dr. Harris Pastides, President

FROM: Dr. Brendan B. Kelly, Chancellor USC Upstate

RE: Proposed Reorganization of Academic Affairs at USC Upstate

A handwritten signature in black ink, appearing to read "B. Kelly", written over the "FROM:" line of the memo.

In late September 2017, our Provost, Dr. Clif Flynn, announced to the campus plans to undertake the first look at reorganizing our academic structure in at least a decade and a half. This was inspired by the realization that we must be prepared to serve our students and support our faculty in challenging times where resources from the state have dwindled dramatically over the last decade. There is no reason to believe that environment will change any time soon. But these times also present great opportunity. The Upstate is one of the fastest growing regions of the United States, with a wonderfully diverse population, the highest level of international investment per capita in the nation, and a community that has come together to boldly address important issues that its members face. As the public regional comprehensive university of the Upstate, USC Upstate must be a leader in providing the region with the kinds of graduates that not only are prepared for careers, but to be informed, productive, involved citizens. To do that, we need ensure that USC Upstate has an academic structure that will allow us to readily:

- Plan and deliver new, innovative, career-relevant academic programs
- Enable the tens of thousands of citizens in the region with some college to complete their degrees
- Manage our people and our resources efficiently and effectively so that we target our dollars at maximizing our efforts
- Improve our enrollment management so that classes are offered in ways that maximize enrollment and the use of our full-time faculty at times and in ways that best serve our students
- Leverage our strengths as a university to build greater capacity in teaching, scholarship, and service
- Encourage collaborative work among faculty
- Have greater flexibility and innovation to serve the community
- Prepare and plan for the future

The Process

We began a thorough, deliberative process to get feedback from faculty and units throughout the university. At Provost Flynn's request, in the last five weeks of the Fall semester, from October 23 to December 1, then Senior Associate Vice Chancellor for Academic Affairs, Dr. Warren Carson, visited each of the academic units seeking their input on a) where their members saw themselves in our academic

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structure, as well as b) with what other units, is any, did they see their units best paired. Dr. Carson, a respected faculty member and administrator, was retiring on December 31 after 34 years of service at USC Upstate. His reputation and his imminent retirement made him an ideal choice for this task, as he had the trust of the faculty and would have no vested interest in a particular outcome. On January 24, Dr. Carson presented to Provost Flynn a report in which he, based on his findings, recommended that the College of Arts and Sciences be divided into two units, as the current structure was “unwieldy” and difficult to manage, and failed to give adequate voice to the diverse units represented therein, and to the College as a whole. On February 5, as a result of Dr. Carson’s recommendation, Provost Flynn asked the chairs and directors of the College to present him with their models of how such a division of the College might look, which they did on February 27. They provided two recommendations: 1) to maintain the College of Arts and Sciences and add a second associate dean to “allow for more representation of more academic programs within college leadership;” or, if the College were to be divided, 2) that the College be split into “no more than two colleges, designed to create greater unity of purpose and mission within each college and to promote greater equity across schools and colleges.”

Rationale and Resulting New Structure

As a result of this process, it became clear that the current structure did not give us the best chance to accomplish the desired outcomes noted above. The number, size, and diversity of units that make up the College of Arts and Sciences creates tremendous challenges for its member units. Advocating for faculty and existing programs, as well as developing new, career-relevant degree programs requires knowledge and discipline familiarity that is difficult to acquire with majors ranging from theater to chemistry, from informatics to history. Further, effectively overseeing and managing budgets and enrollments, particularly given the demands to offer general education courses for the entire institution, has become incredibly difficult. **A rearrangement of the College into two smaller, more cohesive units will allow for more effective management of our resources.**

I propose that effective Fall of 2018, the College of Arts and Sciences at USC Upstate be restructured into the following two Colleges:

The College of Science and Technology, comprised of the following units:
 Division of Natural Sciences and Engineering
 Division of Mathematics and Computer Science
 Department of Informatics and Engineering Systems; and

The College of Arts, Humanities, and Social Sciences, which will consist of the following units:
 Division of Languages, Literature, and Composition
 Division of Fine Arts and Communication Studies
 Department of Psychology
 Department of History, Political Science, Philosophy, and American Studies
 Department of Sociology, Criminal Justice, and Women’s Studies

Interdisciplinary Studies, because of its unique connection to retention and degree-completion, is proposed to be moved under University College.

Provost Flynn proposes the appointment of two interim deans to one-year terms, which could be renewed beyond the first year, to oversee this transition. **This will enable us to promote talent from within and delay the need for and the expense of two searches.**

- Two main concerns that arose regarding the proposed reorganization were:
- The increased cost of adding another dean

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- The pace of the change and the empowerment of academic leaders

Those valid concerns were effectively addressed in the proposed reorganization. **First, we will not appoint associate deans for the new Colleges. The new Colleges – smaller and more coherent, and with capable division and department chairs – can be managed without another layer of administration. So rather than increase cost, the reorganization will result in savings.**

Second, with regard to the pace of change, no changes would be made within or across units of the new colleges. We think it is important to empower the deans and department chairs in the new colleges to consider how best to organize themselves and create synergy and opportunities for innovation. So the interim deans would be asked to collaboratively examine the organization of programs within their colleges and let whatever changes are proposed emerge from the faculty in those areas. **And department chairs will assume a stronger role in leading their respective units, resulting in better management of enrollment and scheduling, advising, and other key academic functions.**

In addition to the creation of two colleges, another important proposed change involves the School of Education. To better accommodate Exercise and Sport Science (one of the largest and fastest growing programs at USC Upstate), as well to provide a paradigm to inspire new, career-relevant degree programs, the School of Education is proposed to be renamed the School of Education, Human Performance and Health. Within the School, two departments would be created – the Department of Education and the Department of Human Performance and Health.

Finally, the department chairs and directors recommended that the African-American Studies program become the Center for African-American Studies and that it, along with the Center for Gender and Women’s Studies, should be moved under Academic Affairs, and “closer to university-wide efforts to promote equity and inclusion where they can better fulfill their more expansive missions that include both academic programming around critical identity studies as well as faculty and student leadership initiatives and broader matters of campus climate.” Under the proposed reorganization, both of the Centers will be housed in Academic Affairs.

I am convinced that these measured changes will put USC Upstate in a better position to address the challenges we will face and to take advantage of the opportunities that we are presented with in the years ahead. I have great confidence in all of our faculty and academic leadership to fulfill the promise of our strategic priorities and continue to “create transformative opportunities,” not only for our students and the region, but for faculty and staff as well.

Thank you for your support and consideration.

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective Education, Training, and Human Development	Type	Goal	Strategy	Measure	Description	Base	2018-19 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
	G	1			Providing Rigorous, Career Relevant, and Accessible Education							
	\$	1.1			Increase Overall enrollment							
	M	1.1.1			Overall enrollment	5990	TBD	TBD	AY 18-19 - AY19-20	Internal Data/Cognos Reporting	Count number of students enrolled in all degree and certificate programs	Provides a measure of the number of students that are participating in meaningful educational activities.
	M	1.1.2			First-time undergraduate enrollment	879	TBD	TBD	AY 18-19 - AY19-20	Internal Data/Cognos Reporting	Count number of first time undergraduate students enrolled in meaningful undergraduate studies	Provides measure of the number of students that are enrolled in meaningful undergraduate studies
	M	1.1.3			Transfer undergraduate enrollment	861	TBD	TBD	AY18-19 - AY19-20	Internal Data/Cognos Reporting	Count of transfer students to USC Upstate as defined for IPEDS, Part D 2017-18	Provides measure of in-state bound transfer students.
	M	1.1.4			Graduate enrollment	235	TBD	TBD	AY 18-19 - AY19-20	Internal Data/Cognos Reporting	Count number of students enrolled in graduate programs, IPEDS 2017-18	Provides measure of the number of students that are enrolled in meaningful graduate students
	\$	1.2			Percentage of market share for the top 10 counties							
	M	1.2.1			Percentage of USC Upstate enrollment from high school graduates representing the top 10 counties	TBD	TBD	TBD	AY18-19	Internal Data/Cognos Reporting	Percentage of full-time students that return fall-to-fall	Assist with measuring efforts related to student success and progress towards graduation
	\$	1.3			Increase the number of academic programs							
	M	1.3.1			Number of new Bachelor's Degrees offered	3	TBD	TBD	AY 18-19 - AY19-20	Internal Data	Count of new undergraduate programs added based on needs assessments	Indicates the new choice options students have to prepare for a career that meets their interests and workforce needs
	M	1.3.2			Number of new Post-Baccalaureate Certificates and Master's degrees programs	2	TBD	TBD	AY 18-19 - AY19-20	Internal Data	Count of new graduate and certificate programs (added based on needs assessments)	Indicates the new choice options students have to prepare for a career that meets their interests and workforce needs
	\$	1.4			Increase retention rate							
	M	1.4.1			Retention rate of first-time students (full-time)	68%	70%	TBD	AY 18-19	Internal Data/Cognos Reporting	Preliminary first-time IPEDS from 2017 fall semester	Assist with identifying students that are not being retained and guide implementation of intervention measures to increase student success
	M	1.4.2			Retention rate of part-time students	41%	43%	TBD	AY 18-19	Internal Data/Cognos Reporting	Preliminary first-time IPEDS from fall semester	Assist with identifying students that are not being retained and guide implementation of intervention measures to increase student success
	M	1.4.3			Retention rate of transfer students	Begin 2018-19	TBD	TBD	AY 18-19	Internal Data/Cognos Reporting	Percent of transfer students returning fall-to-fall (by cohort)	Provides guidance for retention interventions

Strategic Planning and Performance Measurement Template

Statewide Enterprise Strategic Objective	Type	Area		2018-19 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure	
		Goal	Measure							
1.4.4 Retention rate of graduate students	M	1.4.4		TBD	TBD	AY 18-19	Internal Data/Cognos Reporting	Percent of graduate students returning full-to-full (by cohort)	Provides guidance for retention interventions	
1.4.5 Retention rate of students in online programs	M	1.4.5		TBD	TBD	AY 18-19	Internal Data/Cognos Reporting	Percent of online students returning full-to-full (by cohort)	Provides guidance for retention interventions	
1.5 Increase credit hours / FTE										
1.5.1 FTE for undergraduate students	M	1.5.1		4914	TBD	AY 18-19	IPEDS 12 Month Enrollment data	Calculated using IPEDS methodology	Measures number of full-time equivalent undergraduate enrollment	
1.5.2 FTE for graduate students	M	1.5.2		116	TBD	AY 18-19	IPEDS 12 month Enrollment data	Calculated using IPEDS methodology	Measures number of full-time equivalent graduate enrollment	
1.6 Increase graduation rate										
1.6.1 Graduation rate for first-time undergraduate students - 4 year	M	1.6.1		25%	TBD	AY 18-19	IPEDS Graduation Rates 2017-18	Calculated using IPEDS methodology	Provides a measure of student achievement/success	
1.6.2 Graduation rate for first-time undergraduate students - 6 year	M	1.6.2		43%	TBD	AY 18-19	IPEDS Graduation Rates 2017-18	Calculated using IPEDS methodology	Provides a measure of student achievement/success	
1.6.3 Graduation rate transfer 2 year	M	1.6.3		Begin 2018-19	TBD	AY 18-19	Internal Data/Cognos Reporting	Percent of students within a given transfer cohort graduation in 100% time	Provides a measure of student achievement/success	
1.6.4 Graduation rate transfer 4 year	M	1.6.4		Begin 2018-19	TBD	AY 18-19	Internal Data/Cognos Reporting	Percent of students within a given transfer cohort graduation in 150% time	Provides a measure of student achievement/success	
1.7 Employer satisfaction										
1.7.1 Metrics in development	M	1.7.1		TBD	TBD	AY 18-19	Survey	Composite measures to be developed based on survey results		
1.8 Increase student core competencies										
1.8.1 Build competency approach to programs	M	1.8.1		Baseline year	TBD	AY 18-19	Internal Data	In development	Indirect evidence of student/academic development	
Enhance the Quality of Life in Upstate South Carolina										
2 Increase the number of engagement opportunities that impact local and regional economy										
2.1.1 Metrics in development	M	2.1.1		Baseline year - capture 30 engagement opportunities this year	TBD	AY 18-19	TBD	In development		
2.2 Improve community perception of Upstate's engagement with the community										
2.2.1 Community engagement inventory to be implemented	M	2.2.1		Baseline year	TBD	AY 18-19	TBD	In development		
2.3 Increase grant dollars										
2.3.1 Average of last three fiscal years of grant dollars	M	2.3.1		\$1,623,881 (average of 2016, 2017, 2018)	TBD	AY 18-19	Internal Data	Calculation of three year rolling average	Smoothed data minimizing variability of measure related to grant dollars	

Strategic Planning and Performance Measurement Template

Strategic Enterprise Objective	Type	Item #	Goal	Strategy	Measure	Description	Base	2018-19 Target	Actual	Time Applicable	Data Source and Availability	Calculation Method	Meaningful Use of Measure
	S	2.4				Increase alternative revenue streams (entrepreneurial opportunities, legislative, etc.)	TBD	TBD	TBD	AY 18-19	Internal Data	Calculation of revenue earned	Gauge of sustainability of centers, etc.
	M	2.4.1				Increase revenue from entrepreneurial activities	TBD	TBD	TBD	AY 18-19	Internal Data	Calculation of revenue earned	Gauge of sustainability of centers, etc.
	S	2.5				Increase the number of public scholarship contributions							
	M	2.5.1				Metric in development	TBD	TBD	TBD	AY 18-19			
Education, Training, and Human Development	G	3				Being the University of Choice for Faculty and Staff, Student, and the Community							
	S	3.1				Increase institutional visibility in the region and beyond							
	M	3.1.1				Increase institutional positive visibility in region and beyond	TBD	TBD	TBD	AY 18-19	Internal measure in development	In development	
	S	3.2				Establish baseline Salary Compensation to Market Fairness							
	M	3.2.1				Metric in development	Baseline year	TBD	TBD	AY 18-19			
	S	3.3				Advance impact agenda for wellness, equity & civility							
	M	3.3.1				Aggregate Score Across Satisfaction (Seniors) and Belonging Items (Seniors and Alumni on Student Surveys	Baseline	TBD	TBD	AY 18-19	Internal measure in development	In development	
	S	3.4				Achieve fundraising goal							
	M	3.4.1				Total gift pledges & planned gifts	Baseline	TBD	TBD	AY 18-19	Internal Data		Assist with gauging effectiveness of institutional fundraising efforts
	S	3.5				Achieve master's level Carnegie Classification							
	M	3.5.1				Number of Master's Degrees awarded	16 (Fall 17 - Summer 18)	TBD	TBD	AY 18-19	Internal Data	Count of number of Master's degrees awarded	

Agency Name: UNIVERSITY OF SOUTH CAROLINA - UPSTATE
 Agency Code: H340 Section: 20C

Program/Title	FY 2017-18 Expenditures (Actual)		FY 2018-19 Expenditures (Projected)		TOTAL	Associated Measure(s)
	General	Other	General	Other		

Program/Title	FY 2017-18 Expenditures (Actual)		FY 2018-19 Expenditures (Projected)		TOTAL	Associated Measure(s)
	General	Other	General	Other		
I.A. Unrestricted E&G	\$ 8,911,697	\$ 27,169,376	\$ 9,777,839	\$ 42,043,675	\$ 51,821,514	

Purpose: Activities that directly support the primary mission of the University to educate the state's diverse citizens through teaching, research and creative activity and service. Current fund resources received by an institution that have no limitations or stipulations placed on them by external agencies or donors, and that have not been set aside for loans, endowments, or plant. These resources are normally derived from state appropriations, student fees, and institutional revenues.

Program/Title	FY 2017-18 Expenditures (Actual)		FY 2018-19 Expenditures (Projected)		TOTAL	Associated Measure(s)
	General	Other	General	Other		
I.B. Restricted E&G	\$ -	\$ 11,469,972	\$ 14,430,502	\$ 11,445,787	\$ 25,915,311	

Purpose: Self-supporting activities that exist to furnish goods and services to students, faculty, or staff, and charge a fee directly related to the cost of the goods or services. These activities include student health, student housing, food service, bookstore, vending and concessions, athletics, parking, and other services.

Program/Title	FY 2017-18 Expenditures (Actual)		FY 2018-19 Expenditures (Projected)		TOTAL	Associated Measure(s)
	General	Other	General	Other		
II. Auxiliary Services	\$ -	\$ 3,950,032	\$ -	\$ 4,253,487	\$ 4,253,487	

Purpose: Fringe Benefits associated with Salaries reflected in the figures and categories above. Includes State Retirement, FICA, State Health Plan Premiums, Unemployment Compensation and Workers Compensation.

Program/Title	FY 2017-18 Expenditures (Actual)		FY 2018-19 Expenditures (Projected)		TOTAL	Associated Measure(s)
	General	Other	General	Other		
III. C. Employee Benefits: State Employer Contributions	\$ 2,521,000	\$ 10,446,383	\$ 2,767,877	\$ 10,633,193	\$ 13,682,384	

Agency Name: UNIVERSITY OF SOUTH CAROLINA - UPSTATE
 Agency Code: H340 Section: 20C

Legal Standards Template

Item #	Law Number	Jurisdiction	Type of Law	Statutory Requirement and/or Authority Granted	Does this law specify who your agency must or may serve? (Y/N)	Does the law specify a product or service your agency must or may provide?	If yes, what type of service or product?	If either service or product, please specify what service or product.
1	Act No. 36 of the 1967 Session of the General Assembly	State	Statute	Establishment of the Spartanburg County Commission for Higher Education. Grants authority over higher education in Aiken County and adjacent areas to the Commission.	No	No - Does not relate directly to any agency deliverables		
2	§ 1-1-810 of SC Code of Laws	State	Statute	Annual accountability report to be submitted to the Governor and General Assembly	No	Yes	Report our agency must/may provide	
3	§ 1-1-820 of SC Code of Laws	State	Statute	Required content of annual accountability reports	No	Yes	Report our agency must/may provide	
4	§ 1-1-550 of SC Code of Laws	State	Statute	Qualified honorably discharged veterans have preference for employment	No	No - But relates to manner in which one or more agency deliverables is provided		
5	§ 1-1-35 of SC Code of Laws	State	Statute	Specifies procedures for procurement of goods and services.	Yes	Yes	Other service or product our agency must/may provide	Procurement Services
6	§ 59-26 of SC Code of Laws	State	Statute	Establishes requirements and standards relating to the teacher education programs	Yes	Yes	Other service or product our agency must/may provide	Teacher ed programs
7	§ 59-101 of SC Code of Laws	State	Statute	Statutory recognition of colleges and institutions of higher learning	Yes	Yes	Other service or product our agency must/may provide	Teaching, research and service
8	§ 59-102 of SC Code of Laws	State	Statute	Statutory requirements for student athletes.	Yes	Yes	Other service or product our agency must/may provide	Student and athletic services

9	§ 59-103 of SC Code of Laws	State	Statute	Establishment of the State Commission on Higher Education with authority over public supported higher education in the State	No	No - But relates to manner in which one or more agency deliverables is provided
10	§ 59-104 of SC Code of Laws	State	Statute	Meeting of admissions pre-requisites, Palmetto Scholarship program, competitive grants, Governor's Professor of the Year recognition, endowed professorship programs, accountability through assessment and planning, institutional effectiveness requirements	Yes	Report our agency must/may provide
11	§ 59-105 of SC Code of Laws	State	Statute	Statutory requirements for a comprehensive sexual assault policy to address prevention and awareness of sexual assault	Yes	No - But relates to manner in which one or more agency deliverables is provided
12	§ 59-106 of SC Code of Laws	State	Statute	Statutory requirements for inclusion of information regarding registered sex offenders in annual security reports	Yes	Report our agency must/may provide
13	§ 59-107 of SC Code of Laws	State	Statute	Statutory requirements regarding remittance and application of tuition fees for permanent improvements and other expenses, regulations for issuance of state institution bonds	No	Other service or product our agency must/may provide Business/Accounting services
14	§ 59-110 of SC Code of Laws	State	Statute	Statutory requirements for incentives to retain and attract new nurse faculty and to provide technology to increase accessibility to clinical education needs	Yes	Other service or product our agency must/may provide HR / Payroll services
15	§ 59-111 of SC Code of Laws	State	Statute	State scholarships and loan programs	Yes	Other service or product our agency must/may provide Financial Aid and Business/Accounting services
16	§ 59-112 of SC Code of Laws	State	Statute	Requirements for determination of tuition and fee rates and abatements	Yes	Other service or product our agency must/may provide Business/Accounting services
17	§ 59-113 of SC Code of Laws	State	Statute	Requirements for tuition grants	Yes	Other service or product our agency must/may provide Financial Aid and Business/Accounting services
18	§ 59-114 of SC Code of Laws	State	Statute	National Guard College Assistance requirements	Yes	Other service or product our agency must/may provide Financial Aid and Business/Accounting services

19	§ 59-115 of SC Code of Laws	State	Statute	Authority and requirements for state student loans	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
20	§ 59-116 of SC Code of Laws	State	Statute	Authority and requirements for campus police	Yes	Yes	Other service or product our agency must/may provide	Campus Police
21	§ 59-117 of SC Code of Laws	State	Statute	Statutory authority for the University of South Carolina and its governance by a board of trustees	No	Yes	Other service or product our agency must/may provide	Research, Teaching and Public Service
22	§ 59-118 of SC Code of Laws	State	Statute	Statutory requirements over academic endowments	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
23	§ 59-142 of SC Code of Laws	State	Statute	Statutory authority and requirements for state need-based grants	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
24	§ 59-143 of SC Code of Laws	State	Statute	Establishment of a state educational endowment to fund grants and scholarship programs	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
25	§ 59-147 of SC Code of Laws	State	Statute	Requirements for higher education revenue bonds	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
26	§ 59-149 of SC Code of Laws	State	Statute	Authorization and requirements for the LIFE Scholarship program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
27	§ 59-150 of SC Code of Laws	State	Statute	Use of Lottery funds in support of higher education	Yes	No	No - But relates to sources of funding for one or more agency deliverables	
28	§ 9-1 of SC Code of Laws	State	Statute	Retirement system for employees	No	Yes	Distribute funding to another entity	

	State	Statute	Establishment and requirements of the South Carolina Research Authority to facilitate research activities at institutions of higher education	No	Yes	Other service or product our agency must/may provide	Research activities
29	State	§ 13-17 of SC Code of Laws	Establishment and requirements of the South Carolina Research Authority to facilitate research activities at institutions of higher education	No	Yes	Other service or product our agency must/may provide	Research activities
30	State	§ 55-101-210 (A)(1) of SC Code of Laws	Requires public colleges and universities to maintain a report of violations of the institution's Conduct of Student Organizations by Fraternity and Sorority Organizations formally affiliated with the institution	Yes	Yes	Report our agency must/may provide	
31	State	§ 45-52-630 of SC Code of Laws	Requires public colleges and universities to develop energy conservation plans and to reduce energy consumption by 20% by 2020	No	Yes	Report our agency must/may provide	
32	State	§ 44-96-80 and § 44-96-140 of SC Code of Laws	Requires its submission of an annual report of recycling data to be submitted to DHEC	No	Yes	Report our agency must/may provide	
33	State	119 Code of State Regulations	Regulations for drivers of vehicles on campuses of the University of South Carolina System; authority to issue fines and authority of Chancellor to appoint boards, committees, and courts to oversee regulation	Yes	No - But relates to manner in which one or more agency deliverables is provided		
34	State	62 Code of State Regulations, Sec. 250-262	State Regulations promulgated for South Carolina National Guard College Assistance Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
35	State	62 Code of State Regulations, Sec. 300-375	State Regulation promulgated for Palmetto Fellows Scholarship Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
36	State	62 Code of State Regulations, Sec. 450-505	State Regulation promulgated for the SC Need-based Grant Program for public institutions	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
37	State	62 Code of State Regulations, Sec. 510-522	State Regulation promulgated for the Governor's Teaching Scholarship/Loan Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services
38	State	62 Code of State Regulations, Sec. 540-590	State Regulation promulgated for the African-American Teacher Loan Program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid services

39	62 Code of State Regulations, Sec. 600-612	State	Regulation	State Regulation promulgated for the determination of rates of tuition and fees (State Residency for tuition).	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
40	62 Code of State Regulations, Sec. 700-750	State	Regulation	State Regulation for Performance Standards and Funding and the Reduction, Expansion, Consolidation, or Closure of an Institution.	No	No - But relates to manner in which one or more agency deliverables is provided		
41	62 Code of State Regulations, Sec. 820-900	State	Regulation	State Regulation promulgated for matching of gifts and funds for institutional endowments	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
42	62 Code of State Regulations, Sec. 900-85-900.140	State	Regulation	State Regulation promulgated for the administration of the SC HOPE scholarship program	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
43	62 Code of State Regulations, Sec. 1000-1040	State	Regulation	State Regulation promulgated for the administration of LIFE Scholarship and Palmetto Fellows Scholarship Appeals	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
44	62 Code of State Regulations, Sec. 1100-1170	State	Regulation	State Regulation promulgated for oversight and administration of the program for free tuition for residents of SC aged sixty years old and older	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
45	62 Code of State Regulations, Sec. 1200.1200.75	State	Regulation	State Regulation promulgated for the administration of the LIFE Scholarship and LIFE Scholarship Enhancements	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
46	Act No. 13 (R22, H2726) of the 2017 Session of the General Assembly	State	Statute	Legislation pertaining to oversight of the South Carolina Retirement System with stipulated employer and employee contribution rates	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
47	Act No. 22 (R38, H3034) of the 2017 Session of the General Assembly	State	Statute	Legislation that extends in-state tuition to spouses and dependents of military personnel and veterans under specified circumstances	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
48	OSH Act of 1970	Federal	Statute	Requirements to provide a safe and healthful workplace free of serious recognized hazards	Yes	Yes	Other service or product our agency must/may provide	Safety services

49	20 USC 1094, Section 487(a)(17)	Federal	Statute	Mandates the completion of IPEDS surveys in a timely and accurate manner for institutions participating in Federal financial assistance programs	No	Yes	Report our agency must/may provide
50	P.L. 109-270, Section 421(a)(1)	Federal	Statute	Mandates the collection and reporting of racial and ethnic data of students to the Department of Education for institutions participating in Federal financial assistance programs	No	Yes	Report our agency must/may provide
51	29 C.F.R. 1602, subparts O, P, and Q	Federal	Regulation	Mandates the collection and reporting of racial and ethnic data for institutional staff to the Department of Education for institutions participating in Federal financial assistance programs	No	Yes	Report our agency must/may provide
52	34 C.F.R. Part 106.9	Federal	Regulation	Requirements to ensure nondiscrimination on the basis of sex of students and employees of educational institutions that receive federal financial assistance	Yes	No - But relates to manner in which one or more agency deliverables is provided	
53	34 C.F.R. 668.41(c)	Federal	Regulation	Requires an annual notice identifying the availability of institutional and financial aid information as required under FERPA	Yes	Yes	Report our agency must/may provide
54	34 C.F.R. 668 Sections 43-44	Federal	Regulation	Must make available to prospective and enrolled students information regarding how and where to contact individuals designated to assist enrolled or prospective students in obtaining the institutional or financial aid information	Yes	Yes	Report our agency must/may provide
55	34 C.F.R. 668-41 (a)(d), 34 C.F.R. 668.42, 34 C.F.R. 668.43	Federal	Regulation	Requires institutions to make available to prospective and enrolled students information about financial aid	Yes	Yes	Report our agency must/may provide
56	34 C.F.R. 668.40	Federal	Regulation	Requirement that students be notified that drug law violations will result in a loss of eligibility for any Title IV, HEA grant, loan, or work-study assistance	Yes	Yes	Report our agency must/may provide
57	34 C.F.R. 668.43(c), 34 C.F.R. Part 99	Federal	Regulation	Requirement to inform students of their rights to privacy of student records, what information is included in publicly available directories, and how the student can refuse to allow the release of information	Yes	Yes	Report our agency must/may provide
58	20 U.S.C. 1015a(i)(3)(V)	Federal	Statute	Requirement to post specified items on the U.S. Department of Education's College Navigator website.	No	Yes	Report our agency must/may provide

59	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requirement to make available to prospective and enrolled students information about facilities and services available to individuals with disabilities	Yes	Yes	Report our agency must/may provide
60	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires institutions to make available to prospective and enrolled students information about student diversity	Yes	Yes	Report our agency must/may provide
61	34 C.F.R. 668.41(a) (d), 34 C.F.R. 668.43	Federal	Regulation	Requires institutions to make available to prospective and enrolled students information about the price of attendance, including tuition and fees, books and supplies, room and board, transportation costs, and any additional costs for a program in which the student is enrolled or expresses an interest.	Yes	Yes	Report our agency must/may provide
62	20 U.S.C. 1015a(b), 20 U.S.C. 1015a(h)(1)	Federal	Statute	Requires institutions to make available on their websites a net price calculator	No	Yes	Report our agency must/may provide
63	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requires institutions to make available to prospective and enrolled students information related to refund policies, procedures for official withdrawal and requirements to return Title IV grants or loan aid	Yes	Yes	Report our agency must/may provide
64	HEOA Sec. 112	Federal	Statute	Requires that the ISBN and retail price information of required and recommended textbooks and supplemental material be made available to students at the time of course registration; also requires disclosure of other course related metrics such as the number of students enrolled and the maximum number of students to be enrolled in the class	Yes	Yes	Report our agency must/may provide
65	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requires the institution to make available to prospective and enrolled students information about the academic program of the institution, including current degree programs; instructional, laboratory, and other physical facilities that relate to the academic program; faculty and other instructional personnel; and any plans by the institution for improving the academic programs	Yes	Yes	Report our agency must/may provide
66	HEOA Sec. 488(g)	Federal	Statute	Requires the institution to publicly disclose information about the institution's policies regarding the transfer of credit and articulation agreements	No	Yes	Report our agency must/may provide
67	34 C.F.R. 668.41(a)-(d), 34 C.F.R. 668.43	Federal	Regulation	Requires the institution to make available to prospective and enrolled students the names of associations, agencies, or governmental bodies that accredit, approve, or license the institution and its programs and procedures for obtaining or renewing documents describing accreditation, approval, or licensing.	Yes	Yes	Report our agency must/may provide
68	HEOA Sec. 488(h)(1)(E)	Federal	Statute	Requires the institution to annually make available to current and prospective students the institution's policies and sanctions related to copyright infringement, computer use and file sharing	Yes	Yes	Report our agency must/may provide

69	HEOA Sec. 201	Federal	Statute	Requires the submission of an annual Teacher Preparation Program Report through the state to the U.S. Department of Education	No	Yes	Report our agency must/may provide
70	HEOA Sec. 107	Federal	Statute	Requires institutions to distribute in writing to each student and each employee standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on the institution's property or as part of any of the institution's activities; description of applicable legal sanctions under state, local, and federal law; description of health risks; description of available counseling, treatment, rehabilitation, or re-entry programs; and clear statement that institution will impose sanctions for violation	Yes	Yes	Report our agency must/may provide
71	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires institutions to make available to current and prospective students information about institutional policies regarding vaccinations	Yes	Yes	Other service or product our agency must/may provide Enrollment Management services
72	HEOA Sec. 488(a)(1)(B)-(D)	Federal	Statute	Requires for an annual security report that includes emergency response and evacuation procedures; timely warning and a crime log	Yes	Yes	Report our agency must/may provide
73	HEOA Sec. 488(g)	Federal	Statute	Requires institutions to have a policy in place regarding notification procedures for missing students for those residing in on-campus student housing facilities	Yes	Yes	Report our agency must/may provide
74	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requirements of a fire safety report and fire log	No	Yes	Report our agency must/may provide
75	HEOA Sec. 488(a)(1)(A)	Federal	Statute	Requires the institution to disclose to the alleged victim of any crime of violence, or a nonforcible sex offense, the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense	Yes	Yes	Report our agency must/may provide
76	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires that institutions make available to current and prospective students the retention rate of certificate- or degree-seeking, first-time, undergraduate students	Yes	Yes	Report our agency must/may provide
77	HEOA Sec. 488(a)(2)-(3)	Federal	Statute	Requires that institution must annually make available to prospective and enrolled students the 150% completion or graduation rate and transfer-out rates of certificate- or degree-seeking, first-time, full-time, undergraduate students. The graduation rates must be disaggregated by gender, major racial and ethnic subgroup (as defined in IPEDS), recipients of a Federal Pell Grant, recipients of a subsidized Stafford Loan who did not receive a Pell Grant, and students who did not receive either a Pell Grant or a subsidized Stafford Loan	Yes	Yes	Report our agency must/may provide
78	HEOA Sec. 488(a)(3), Sec. 488(d)	Federal	Statute	Specifies the requirements of a report on the completion, graduation, and transfer out rates of NCAA student athlete receiving athletically related student aid	No	Yes	Report our agency must/may provide

79	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Specifies that institutions must make available to current and prospective students information regarding the placement in employment of, and types of employment obtained by, graduates of the institution's degree or certificate programs if those rates have been calculated	Yes	Yes	Report our agency must/may provide
80	HEOA Sec. 488(a)(1)(E)	Federal	Statute	Requires that institutions make available to current and prospective students information regarding the types of graduate and professional education in which graduates of the institution's 4-year degree programs enrolled	Yes	Yes	Report our agency must/may provide
81	34 CFR 668-41(b)-(b), 34 CFR 668.41(g), 34 CFR 668.47	Federal	Regulation	Specifies the details of reports to be submitted to the U.S. Department of Education and the information to be given to current and prospective students about the gender breakdown of the student body, the intercollegiate athletic teams, revenue and expenditures associated with athletics, and salary of coaches	Yes	Yes	Report our agency must/may provide
82	HEOA Sec. 488(a)(1)	Federal	Statute	Requires institutions to make a good faith effort to distribute mail voter registration forms for Federal and State elections	Yes	Yes	Other service or product our agency must/may provide Voter registration services
83	34 CFR 668.14(b)(11)	Federal	Regulation	Requires that institutions inform all eligible borrowers enrolled in the institution about the availability of and their eligibility for grant assistance from the state in which the institution is located, and provide sources of information about grant assistance from other states to borrowers from other states	Yes	Yes	Other service or product our agency must/may provide Financial Aid services
84	HEOA Sec. 488(c)	Federal	Statute	Requires institutions to provide information about rights and responsibilities of students and institutions under Title IV, HEA loan programs to students at any time that information regarding loan availability is provided	Yes	Yes	Other service or product our agency must/may provide Financial Aid services
85	HEOA Sec. 489	Federal	Statute	Requires the potential students, students and parents of students who receive a Title IV loan be informed that details of the loan will be submitted to the National Student Loan Data System and will be accessible by guaranty agencies, lenders, and institutions determined to be authorized users of the data system	Yes	Yes	Report our agency must/may provide
86	HEOA Sec. 488(g)	Federal	Statute	Specifies the details of disclosure required prior to the disbursement of Federal Direct loans or Parent PLUS loans	Yes	Yes	Other service or product our agency must/may provide Financial Aid services
87	HEOA Sec. 488(b)	Federal	Statute	Specifies the details of required exit counseling to borrowers of loans under the FFEL, Federal Direct Loan, or Perkins Loan programs	Yes	Yes	Other service or product our agency must/may provide Financial Aid services
88	HEOA Sec. 488(a)(1)	Federal	Statute	Specifies the details of disclosure required of institutions or institution-affiliated organizations (e.g., alumni organizations, foundations) that provide information regarding a private education loan from a lender to a prospective borrower	Yes	Yes	Other service or product our agency must/may provide Financial Aid and Business/Accounting services

	HEOA Sec. 493(a)(1), Sec. 493(c)	Federal	Statute	Specifies the disclosure of terms and conditions and code of conduct for agents of an institution that provides educational loans.	No	Yes	Other service or product our agency must/may provide.	Financial Aid and Business/Accounting services
89		Federal	Statute					
90	Americans with Disabilities Act Title II	Federal	Statute	Anti-discrimination under any education program or activity receiving Federal financial assistance	Yes	No - But relates to manner in which one or more agency deliverables is provided		
91	Civil Rights Act Title VII	Federal	Statute	Prohibits employment discrimination	Yes	No - But relates to manner in which one or more agency deliverables is provided		
92	Education Amendments Act Title IX	Federal	Statute	Anti-discrimination under any education program or activity receiving Federal financial assistance	Yes	No - But relates to manner in which one or more agency deliverables is provided		
93	Proviso 1A.2	State	FY 2018-19 Proviso	Funds provided to to develop instructional material and programs and to implement professional learning opportunities related to African-American history	No	Yes	Other service or product our agency must/may provide	Higher Education Institutions may apply for a grant from the Department of Education to develop curriculum
94	Proviso 1A.6	State	FY 2018-19 Proviso	Specifies funding allocation by CHE to Teaching Fellows Program for the purpose of recruiting teachers	No	No - But relates to sources of funding for one or more agency deliverables		
95	Proviso 1A.7	State	FY 2018-19 Proviso	Specifies that appropriations for all 1A provisos be disbursed on a quarterly basis	No	No - But relates to sources of funding for one or more agency deliverables		
96	Proviso 1A.3B	State	FY 2018-19 Proviso	Specifies that institutions may provide a tuition waiver for one three-hour course for public school teachers who serve as supervisors for full-time students completing education degree requirements	Yes	Yes	Other service or product our agency must/may provide	Tuition waivers
97	Proviso 1A.4D	State	FY 2018-19 Proviso	STEM centers that provide professional development and science programming to teachers and students are to be included in the state's STEM strategic plan	Yes	No - But relates to sources of funding for one or more agency deliverables		
98	Proviso 1A.47	State	FY 2018-19 Proviso	Specifies a periodic evaluation of any institution currently hosting a Teaching Fellows program	Yes	Yes	Other service or product our agency must/may provide	Appropriate evaluative documents requested by the Center for Educator Recruitment, Retention and Advancement.

99	Proviso 1A.55	State	FY 2018-19 Proviso	Directs CERMA to develop educational, professional development and incentives and to publish eligibility criteria for higher ed institutions to provide services to support rural teacher recruitment and retention	Yes	Yes	Other service or product our agency must/may provide	Educational services	
100	Proviso 3.1	State	FY 2018-19 Proviso	Requires state agencies receiving lottery funds develop and implement procedures to monitor expenditures of the funds	No	Yes	Report our agency must/may provide		
101	Proviso 3.4	State	FY 2018-19 Proviso	All institutions of higher education receiving lottery funds must collect and retain the SUNS number of students that was assigned in high school.	Yes	Yes	Report our agency must/may provide		
102	Proviso 3.6	State	FY 2018-19 Proviso	States appropriated Lottery funding and allocations to institutions of higher education	No	Yes	Other service or product our agency must/may provide	Technology repair and maintenance	
103	Proviso 11.3	State	FY 2018-19 Proviso	Requires higher ed institutions to cooperate with CHE in providing service for the GEAR UP program	Yes	Yes	Other service or product our agency must/may provide	Teacher ed programs to reach disadvantaged middle school students	
104	Proviso 11.4	State	FY 2018-19 Proviso	Creates an executive committee for EPSCoR with representation from research institutions and four-year teaching universities	No	Yes	Board, commission, or committee on which someone from our agency must/may serve		
105	Proviso 11.7	State	FY 2018-19 Proviso	Specifies an in-state tuition rate for military and veterans who participate in the Troop to Teachers program	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services	
106	Proviso 11.8	State	FY 2018-19 Proviso	Additional need-based funding provided to foster youth attending higher educational institution	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services	
107	Proviso 11.9	State	FY 2018-19 Proviso	Waives the age restriction for children of certain war veterans to be admitted to higher education with free tuition	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services	
108	Proviso 11.10	State	FY 2018-19 Proviso	Mandates that institutions certify that students are meeting all requirements for their declared major and are eligible programs making progress toward completion if they are receiving LIFE or Palmetto Fellows Enhancement stipends.	Yes	Yes	Report our agency must/may provide		

109	Proviso 11.12	State	FY 2018-19 Proviso	Require that students with disabilities use all other sources of funding before college transition need-based grants are provided	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
110	Proviso 11.13	State	FY 2018-19 Proviso	Authorizes the use of Palmetto Fellows and LIFE scholarship awards in the summer	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
111	Proviso 11.14	State	FY 2018-19 Proviso	Requirement that requests for full-time equivalent positions be covered by sufficient revenue to fund the salary, fringe, future pay increases, and health insurance adjustments	No	No - But relates to manner in which one or more agency deliverables is provided		
111	Proviso 11.15	State	FY 2018-19 Proviso	Requirement to report to the Commission on Higher Education metrics associated with out of state abatement and fee waivers	Yes	Yes	Report our agency must/may provide	
113	Proviso 11.16	State	FY 2018-19 Proviso	Requirement to report on institutional debt to the Chairman of the Senate Finance Committee, the Chairman of the House Ways and Means Committee and the Commission on Higher Education	Yes	Yes	Report our agency must/may provide	
114	Proviso 11.17	State	FY 2018-19 Proviso	Requires a biennial report from CHE showing 5 year trends in tuition and fees for public colleges and universities in the State and for all SREB States during the same time period	Yes	Yes	Report our agency must/may provide	
115	Proviso 11.19	State	FY 2018-17 Proviso	Authorizes the use of Palmetto Fellows and LIFE scholarship awards in the summer	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
116	Proviso 11.21	State	FY 2018-19 Proviso	Requires that all institutions take into consideration the definition of anti-Semitism when reviewing, investigating and determining if conduct on campus is in violation of anti-discrimination policies	No	Yes	Other service or product our agency must/may provide	Judicial reviews of conduct
117	Proviso 11.25	State	FY 2018-17 Proviso	Requirement that requests for full-time equivalent positions be covered by sufficient revenue to fund the salary, fringe, future pay increases, and health insurance adjustments	No	No - But relates to manner in which one or more agency deliverables is provided		
118	Proviso 11.29	State	FY 2018-17 Proviso	Requirement to report to the Commission on Higher Education metrics associated with out of state abatement and fee waivers	Yes	Yes	Report our agency must/may provide	

119	Proviso 11.30	State	FY 2016-17 Proviso	Requirement to report on institutional debt to the Chairman of the Senate Finance Committee, the Chairman of the House Ways and Means Committee and the Commission on Higher Education	Yes	Yes	Report our agency must/may provide
120	Proviso 11.42	State	FY 2016-17 Proviso	Authorizes the reimbursement of loss/tuition associated with differential charges to out-of-state veterans students	Yes	No - But relates to sources of funding for one or more agency deliverables	
121	Proviso 61.2	State	FY 2018-19 Proviso	Restricts the use of appropriate funds for Defence of Indigents as compensation to any state employee providing services	Yes	No - But relates to sources of funding for one or more agency deliverables	
122	Proviso 83.6	State	FY 2018-19 Proviso	Requires state agencies to enter into data sharing agreements with the Department of Employment and Workforce to track employment training outcomes	Yes	Yes	Report our agency must/may provide
123	Proviso 91.25	State	FY 2018-19 Proviso	Requires the immediate furnishing of any information related to the institution when requested by the President Pro Tempore of the Senate or the Speaker of the House of Representative in the manner requested.	Yes	Yes	Report our agency must/may provide
124	Proviso 85.14	State	FY 2018-19 Proviso	Requires that the conditions and amount of supplemental pay made to CEO of a college or university be set by the Board of Trustees and be reported to the Department of Administration	Yes	Yes	Report our agency must/may provide
125	Proviso 93.15	State	FY 2018-19 Proviso	Limits compensation increases to classified and unclassified employees to the ratio of the the employee's base salary is paid from appropriated funds	Yes	Yes	Other service or product our agency must/may provide HR / Payroll services
126	Proviso 95.17	State	FY 2018-19 Proviso	Permits employees who are serving on active military service as a result of an emergency or conflict to use a specified amount of annual leave and up to 50 days of sick leave as if it were annual leave per calendar year	Yes	Yes	Other service or product our agency must/may provide HR / Payroll services
127	Proviso 93.20	State	FY 2018-19 Proviso	Requires institutions to provide evidence when requested that cyber security policies and standards meet or exceed those set by the state	No	Yes	Report our agency must/may provide
128	Proviso 93.21	State	FY 2018-19 Proviso	Specifies when holidays are to be observed when they fall on a Saturday or Sunday. Directs the payment of any bills or promissory notes that fall due on observed holidays to be payable on the day following the holiday	No	Yes	Other service or product our agency must/may provide Business/Accounting services

129	Proviso 97.2	State	FY 2018-19 Proviso	Requires agencies to follow accounting policy directives issued by the State Comptroller General in performance with Generally Accepted Accounting Principles (GAAP)	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
130	Proviso 98.8	State	FY 2018-19 Proviso	Restricts new enrollments into the SC tuition prepayment program for the year and limits the tuition increase for students in the prepayment program to 7% of the tuition and fee level of 2006-07. Mandates that tuition and fee levels above 7% not be passed on to the students but rather be covered by a fee waiver	Yes	Yes	Other service or product our agency must/may provide	Financial Aid and Business/Accounting services
131	Proviso 102.5	State	FY 2018-19 Proviso	Authorizes state agencies such as institutions of higher education to provide services to the Revenue and Fiscal Affairs Office in an effort to promote efficient and economical operations	Yes	Yes	Other service or product our agency must/may provide	Business/Accounting services
132	Proviso 104.2	State	FY 2018-19 Proviso	Authorizes the State Fiscal Accountability Authority to remove any permanent position in a state agency that remains vacant for more than 12 months	No	No - But relates to manner in which one or more agency deliverables is provided		
133	Proviso 104.9	State	FY 2018-19 Proviso	Limits the salary of agency heads to rates established by the Agency Head Salary Commission and mandates the State Fiscal Accounting Authority to conduct a study of agency head and technical college president compensation every 4 years with the costs of the study being shared by participating agencies	No	No - Does not relate directly to any agency deliverables		
134	Proviso 105.1	State	FY 2018-19 Proviso	Requires that the costs of an annual audit of federal funds received contracted to a nationally recognized CPA firm be covered in equitable portion by each state agency	No	Yes	Distribute funding to another entity	
135	Proviso 108.6	State	FY 2018-19 Proviso	Specifies an employer premium increase of 7.4% and a subscriber increase of 0% for the State Health plan and authorizes the Public Employee Benefit Authority to adjust the plan and benefits to ensure fiscal stability of the plan	Yes	Yes	Other service or product our agency must/may provide	HR and Business/Accounting services
136	Proviso 117.5	State	FY 2018-19 Proviso	Mandates all state agencies to provide a list of their employees who are competent to serve as court examiners to the Judicial Department and for courts to use state employees whenever feasible and for state employees to receive no additional compensation for performing such services.	No	Yes	Report our agency must/may provide	
137	Proviso 117.8	State	FY 2018-19 Proviso	Requires the remittance of all revenues and income collected, except fees received as tuition, matriculation and registration, to the State Treasurer. Requires that fees levied to be used to fulfill the purpose for which the fee was levied and that such fees not be charged in excess of the amount necessary to supply the service for which the fee was charged.	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
138	Proviso 117.9	State	FY 2018-19 Proviso	Authorizes the transfer of appropriations within programs and within the agency with notifications to the Executive Budget Office and Comptroller General. Limits transfer to not exceed 20% of the program budget.	No	Yes	Report our agency must/may provide	

139	Proviso 117.11	State	FY 2018-19 Proviso	Directs the location of student fees applicable to student housing, dining halls, health services, parking, and personal subsistence by the appropriate Board of Trustees	No	No - But relates to sources of funding for one or more agency deliverables
140	Proviso 117.13	State	FY 2018-19 Proviso	Requires State Agencies to report filled vacant positions broken out by race and gender by October 31st to the State Human Affairs Commission.	No	Report our agency must/may provide
141	Proviso 117.14	State	FY 2018-19 Proviso	Authorizes the Executive Budget Office to monitor FTE employee positions at state agencies and to reduce the number of authorized positions when agencies are carry an excess of positions. Requires agencies to update FTE employee information with the Executive Budget Office.	No	Report our agency must/may provide
142	Proviso 117.15	State	FY 2018-19 Proviso	Provides for a housing allowance to presidents of state institutions of higher learning and establishes compensation restrictions.	No	Other service or product our agency must/may provide Business/Accounting services
143	Proviso 117.20	State	FY 2018-19 Proviso	Establishes conditions and rates for reimbursement of travel and subsistence expenses for state employees and relocation expenses for new employees	No	Other service or product our agency must/may provide Business/Accounting services
144	Proviso 117.21	State	FY 2018-19 Proviso	Requires that institutions that provide appropriate funds to another organization collect a report that includes an accounting of how the funds were spent and the outcome measures used to determine success of goals. Agencies receiving the report must forward the information to the Chairman of the Senate Finance Committee and the Chairman of the House Ways and Means Committee	No	Report our agency must/may provide
145	Proviso 117.23	State	FY 2018-19 Proviso	Authorizes the carrying forward of unspent general fund appropriations from the prior fiscal year to the current fiscal year. Limits the carry forward to a maximum of 30% of the original general fund.	No	No - But relates to sources of funding for one or more agency deliverables
146	Proviso 117.25	State	FY 2018-19 Proviso	Requires agencies to first consider contracting for services or purchasing goods and services through the Department of Corrections Prison Industries Program when procuring goods and services.	No	Other service or product our agency must/may provide Procurement Services
147	Proviso 117.26	State	FY 2018-19 Proviso	Mandates the reporting of the top 10%, not to exceed 25 employees who have incurred travel expenses along with a brief summary of the type of travel incurred	No	Report our agency must/may provide
148	Proviso 117.28	State	FY 2018-19 Proviso	Requires institutions that operate a day-care center charge fees comparable to those charged by private entities and to not set lower rates for faculty, staff, or students of the institution	Yes	Other service or product our agency must/may provide Business/Accounting services

149	Proviso 117.29	State	FY 2018-19 Proviso	Requirement to identify key program area descriptions and expenditures and to link these to key financial and performance measures in an Annual State Accountability Report.	No	Yes	Report our agency must/may provide
150	Proviso 117.30	State	FY 2018-19 Proviso	Allows for the collection of service charges to cover costs associated with processing and collecting of unpaid balances due to dishonored instruments or electronic payments.	No	Yes	Other service or product our agency must/may provide Business/Accounting services
151	Proviso 117.34	State	FY 2018-19 Proviso	Mandates the reporting of outstanding amounts due to an institution and methods used to collect that debt	No	Yes	Report our agency must/may provide
152	Proviso 111.41	State	FY 2018-19 Proviso	Mandates agencies to purchase of recycled steel when it can be acquired at a competitively reasonable price	No	No - Does not relate directly to any agency deliverables	
153	Proviso 117.42	State	FY 2018-19 Proviso	Authorizes the waiver of all provisions that require additional general fund appropriations except those specified for LIFE and Palmetto Fellows Scholarships	No	Yes	Other service or product our agency must/may provide Financial Aid and Business/Accounting services
154	Proviso 117.45	State	FY 2018-19 Proviso	Provides an exception for universities and colleges to a provision preventing an increase in parking fees	No	Yes	Other service or product our agency must/may provide Parking services and Business/Accounting services
155	Proviso 117.47	State	FY 2018-19 Proviso	Authorizes the use of insurance reimbursement to offset expenses related to a claim, permitting the funds to be retained, expended and carried forward	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services
156	Proviso 117.48	State	FY 2018-19 Proviso	Requires all state agencies to furnish to the Human Resources Division an organizational chart showing all authorized positions, class title, class code, position number and indications as to whether such positions are filled or vacant	No	Yes	Report our agency must/may provide
157	Proviso 117.50	State	FY 2018-19 Proviso	Mandates that state agencies actively pursue cost savings through collaborative efforts and where feasible to combine administrative support functions to maximize efficiency and effectiveness.	No	No - But relates to manner in which one or more agency deliverables is provided	
158	Proviso 117.55	State	FY 2018-19 Proviso	Permits state agencies to spend state, federal, and other sources of revenue to provide lump sum bonuses, not to exceed \$3,000 per year. Limits bonuses to employees earning under \$100,000.	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services

159	Proviso 117.58	State	FY 2018-19 Proviso	Requires the submission of annual audited financial statements to the State Auditor's Office	No	Yes	Report our agency must/may provide
160	Proviso 117.65	State	FY 2018-19 Proviso	Authorizes the use of state, federal and other sources of revenue to provide lump sum bonuses to recruit or retain workers in critical needs jobs. Bonuses cannot exceed \$10,000 per year and must be based on the State Human Resources guidelines. Also per its paid educational leave of employees in FTE positions deemed critical.	Yes	Yes	Other service or product our agency must/may provide HR and Business/Accounting services
161	Proviso 117.68	State	FY 2018-19 Proviso	Authorizes agency heads to institute voluntary employee furlough programs of not more than 90 days per fiscal year	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services
162	Proviso 117.70	State	FY 2018-19 Proviso	Mandates compliance with antidiscrimination laws in the event of a reduction in force	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services
163	Proviso 117.71	State	FY 2018-19 Proviso	Requires that the agency head take 5 days furlough in the current fiscal year in the event of a reduction in force.	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services
164	Proviso 117.72	State	FY 2018-19 Proviso	Waives the requirement to submit printed copies of reports mandated by Sections 2-47-40, 2-47-50, and 59-103-110 of the 1976 Code of Laws and to submit documents electronically. Waives submission of reports required by Sections 59-103-350, 59-103-50, 59-103-45(4), and 59-103-160(D) for the current fiscal year with exception of student pass rates on professional examinations and data elements required by the Commission on Higher Education Management Information System.	No	Yes	Report our agency must/may provide
165	Proviso 117.74	State	FY 2018-19 Proviso	Requires that a report be made available to the public on the institution's website showing aggregate amounts of fines and fees that were charge and collected in the prior fiscal year	No	Yes	Report our agency must/may provide
166	Proviso 117.75	State	FY 2018-19 Proviso	Requires mandatory furloughs and establishes guidelines for implementation in the event general funds appropriated to a state agency are less than the general funds appropriated for the agency in the prior fiscal year. The requirement includes situations where there is a midyear across-the-board reduction	No	No - But relates to manner in which one or more agency deliverables is provided	Other service or product our agency must/may provide HR and Business/Accounting services
167	Proviso 117.76	State	FY 2018-19 Proviso	Establishes guidelines for implementation of furloughs in the event general funds appropriated to a state agency are less than the general funds appropriated for the agency in the prior fiscal year and when there is a reduction in force.	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services
168	Proviso 117.77	State	FY 2018-19 Proviso	Requires that state agencies realize a cost savings of at least 25% in the aggregate when managing positions that become vacant due to retirements. Requires agencies to review salaries of such positions and to consider the possibility of delay before filling such vacant positions.	No	Yes	Other service or product our agency must/may provide HR and Business/Accounting services

169	Proviso 117.80	State	FY 2018-19 Proviso	Prevents state agencies from dismissing, suspending, demoting, or reducing the compensation of an employee solely because of sworn testimony regarding alleged wrongdoing given to a legislative committee	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
170	Proviso 117.81	State	FY 2018-19 Proviso	Mandates that state agencies operate within approved limits and to avoid operating deficits for the fiscal year.	No	Yes	Other service or product our agency must/may provide	Business/Accounting services
171	Proviso 117.84	State	FY 2018-19 Proviso	Requires state agencies to provide a link online to monthly reports containing substantially all information contained in the monthly state procurement card statements. Stipulates what must and must not be on the website.	No	Yes	Report our agency must/may provide	
172	Proviso 117.85	State	FY 2018-19 Proviso	Requires that any proposal or regulation that levies or increases a fee, fine or that otherwise generates revenue be titled to indicate the fee, fine or revenue source	No	No - But relates to manner in which one or more agency deliverables is provided		
173	Proviso 117.88	State	FY 2018-19 Proviso	Requires state agencies to pay from recovered monies the cost associated with the State Fiscal Accountability Authority contracting with firms to conduct recovery audits of payments made by state agencies to vendors for good and services.	No	No - But relates to manner in which one or more agency deliverables is provided		
174	Proviso 117.91	State	FY 2018-19 Proviso	In the event of a base reduction, agencies are to first institute payroll management strategies such as furloughs, employee compensation reduction and hiring freezes; followed by eliminating administrative overhead costs; and as a last resort, reducing programmatic funding	No	No - But relates to manner in which one or more agency deliverables is provided		
175	Proviso 117.92	State	FY 2017-18 Proviso	Stipulates how to manage agency reductions in the event agencies are assessed a base reduction.	No	Yes	Other service or product our agency must/may provide	HR / Payroll services
176	Proviso 117.98	State	FY 2018-19 Proviso	Requires agencies to provide either a separate audit of federal expenditures or a schedule of all federal program expenditures to the Office of the State Auditor no later than August 15th each year.	No	Yes	Report our agency must/may provide	
177	Proviso 117.101	State	FY 2018-19 Proviso	Allows higher education institutions to use state aircraft for the purpose of athletic recruitment provide the institution fully reimburses all costs using non-general funds.	No	No - But relates to sources of funding for one or more agency deliverables		
178	Proviso 117.102	State	FY 2017-18 Proviso	Allows higher education institutions to use state aircraft for the purpose of athletic recruitment provide the institution fully reimburses all costs using non-general funds.	No	No - But relates to sources of funding for one or more agency deliverables		

179	Proviso 117.105	State	FY 2018-19 Proviso	Mandates the conditions and details of disclosure of any breach of security of data systems.	Yes	Yes	Report our agency must/may provide
180	Proviso 117.106	State	FY 2017-18 Proviso	Mandates the conditions and details of disclosure of any breach of security of data systems.	Yes	Yes	Report our agency must/may provide
181	Proviso 117.112	State	FY 2018-19 Proviso	Mandates all state agencies to submit an information technology plan and an information security plan to the Department of Administration by August 1st of the fiscal year and to submit any changes or updates to the plans as they occur.	No	Yes	Report our agency must/may provide
182	Proviso 117.113	State	FY 2017-18 Proviso	Mandates all state agencies to submit an information technology plan and an information security plan to the Department of Administration by August 1st of the fiscal year and to submit any changes or updates to the plans as they occur.	No	Yes	Report our agency must/may provide
183	Proviso 117.122	State	FY 2018-19 Proviso	Allows for state employees to donate annual or sick leave to specific state employees in the event of a medical emergency rather than to a leave pool account. Establishes conditions for such transfers.	No	Yes	Other service or product our agency must/may provide HR / Payroll services
184	Proviso 117.124	State	FY 2017-18 Proviso	Allows for state employees to donate annual or sick leave to specific state employees in the event of a medical emergency rather than to a leave pool account. Establishes conditions for such transfers.	No	Yes	Other service or product our agency must/may provide HR / Payroll services
185	Proviso 117.131	State	FY 2018-17 Proviso	Authorizes funds allocated for proviso 118.16 of Act 286 of 2014 be redirected for the purpose of energy efficiency repair and maintenance	No	No - But relates to sources of funding for one or more agency deliverables	
186	Proviso 117.148	State	FY 2018-19 Proviso	Directs the Department of Administration (DOA) to implement updated policies to protect mobile technologies such as cellular phone, tablets and laptops and to consolidate all existing protection plans in effect at state agencies. The DOA is to implement a statewide contract for protecting all state owned mobile devices.	No	No - But relates to manner in which one or more agency deliverables is provided	
187	Proviso 117.153	State	FY 2018-19 Proviso	Directs state agencies to employ guidelines established by the State Fiscal Authority for contracts exceeding \$50,000 in which the agency takes into consideration a prospective contractor's record of promptly paying its employees when considering a new or renewal of existing contracts.	No	Yes	Other service or product our agency must/may provide Procurement Services
188	Proviso 117.155	State	FY 2018-19 Proviso	Specifies the creation of a SC Industry, Workforce and Education Data Warehouse and oversight committee to link industry, workforce and education data. Procedures shall be developed for the sharing of personal information currently held by state agencies.	Yes	Yes	Board, commission, or committee on which someone from our agency must/may serve

189	Proviso 118.1	State	FY 2018-19 Proviso	Mandates that state agencies submit all fiscal documents and electronic workflow for accounts payable transactions to the Office of Comptroller General by July 17, 2019 for the 2018-19 fiscal year.	No	Yes	Report our agency must/may provide		
190	Proviso 118.6	State	FY 2018-19 Proviso	Prohibits institutions from using general appropriated funds to compensate employees engaged in lobbying on behalf of the institution or from using state funds to enter into contracts for lobbying services.	No	No - But relates to manner in which one or more agency deliverables is provided			
191	Proviso 6.11	State	FY 2018-19 Proviso	Specifies that a portion of funding appropriated for the School for the Deaf and Blind, be used to fund the M.Ed. Program in Visual Impairment at USC-Upstate.	Yes	Yes	Other service or product our agency must/may provide	An educational program	

Agency Name: UNIVERSITY OF SOUTH CAROLINA - UPSTATE
 Agency Code: H340 Section: 20C

Fiscal Year 2017-2018
 Accountability Report

Divisions or Major Programs Description Service/Product Provided to Customers Customer Segments Customer Template
 Specify only for the following segments: (1) Industry; Name; (2) Professional Organization; Name; (3) Public; Demographics.

Academic programs	Baccalaureate and graduate programs in Arts and Sciences, Business, Education, and Nursing	Post Secondary Education	General Public	Spartanburg County, Upstate South Carolina, South Carolina, U.S. and International
Scholar's Academy, Dual Enrollment	Programs to facilitate transition from secondary to post-secondary education	Post Secondary Education	School Districts	
Metropolitan Studies Institute	Provides community-based research and evaluation services	Data, technical support and expertise	Local Govts.	
Academic Programs	Baccalaureate and graduate programs that respond to employer need (e.g., Health Informatics, Advanced Manufacturing, Nursing)	Well-prepared work force	Industry	Local Industries (e.g., BMW, Michelin, Milliken, OS1, Spartanburg Regional Health System)
Service Learning	Provides student internships, in-vivo learning experiences	Prepare students to enter the work force with real-world experience	General Public	Local nonprofit agencies and government entities (e.g., Detention Center)
Greenhouse Business Incubator	Provides resources, space, support and mentoring to area entrepreneurs.	Assists with growing local companies and creating a thriving entrepreneurship ecosystem.	General Public	
Child Protection Training Center	Provides training for child protection workers, educators, and first-responders both locally and nationally.	Comprised of a mock house and mock courtroom, participants can engage in opportunities to improve skills in detection, reporting and responding	General Public	

Agency Name:	UNIVERSITY OF SOUTH CAROLINA - UPSTATE	
Agency Code:	H340	Section: 20C

Name of Partner Entity	Type of Partner Entity	Description of Partnership	Partner Template	Associated Goal(s)
High Schools	K-12 Education Institute	Supply USC Upstate with quality students as entering freshmen	1	
Two Year Institutions	Higher Education Institute	Supply USC Upstate with qualified transfer students	1	
USC Columbia	Local Government	Provides central coordination of many administrative functions and serves as a source of strategic support		1, 2, 3, 4
Alumni	Individual	Source of student referrals, financial and institutional support and advice		1, 2, 3
Employers	Private Business Organization	Source of jobs for graduates, identifies changing workforce needs in community, refer and support employees for further education		1, 3
County Delegation	State Government	Provides legislative support		1, 3
Community Partners	Local Government	Source of service learning and internship opportunities		1
Community Partners	Non-Governmental Organization	Source of service learning and internship opportunities		1, 2, 3

Four Year Institutions

Higher Education Institute

**Partner through Campus Compact and to promote quality of
life in Spartanburg County through various initiatives**

Agency Name: UNIVERSITY OF SOUTH CAROLINA - UPSTATE
 Agency Code: H340 Section: 20C

Item	Is this a Report, Review, or both?	Report or Review Name	Name of Entity Requesting the Report or Conducting Review	Type of Entity	Reporting Frequency	Current Fiscal Year Submission Date or Review Timeline (MM/DD/YYYY)	Summary of Information Requested in the Report or Reviewed	Method to Access the Report or Information from the Review
1	External Review and Report	SACSOC-Compliance Certification Report of the Reaffirmation Committee	Southern Association of Colleges and Schools Commission on Colleges	Federal	Other	March 1, 2018	Submitted every 10 years covering all aspects of the institution and certifying that our practices meet accreditation requirements. Last reaffirmation was 2012. The next compliance certification is in 2022.	Contact Dr. Pamela Steinle
2	External Review and Report	SACSOC - Interim Report	Southern Association of Colleges and Schools Commission on Colleges	Federal	Other	January 15, 2018	Submitted every 5 years covering multiple aspects of the institution and certifying that institutional practices meet accreditation requirements.	Contact Dr. Pamela Steinle
3	External Review only	SACSOC - Institutional Profiles	Southern Association of Colleges and Schools Commission on Colleges	Federal	Annually	January 15, 2018	Institutional information, enrollment information, completions data	Contact Dr. Pamela Steinle
4	External Review only	SACSOC - Financial Profiles	Southern Association of Colleges and Schools Commission on Colleges	Federal	Annually	January 15, 2018	USC Update financial information and IPEDS finance	Contact Dr. Pamela Steinle
5	External Review and Report	CLERY Annual Security Report	Federal Government	Federal	Annually	October 1, 2017	Detailed information about campus security policies and incidents	Contact Mr. Klay Peterson
6	External Review and Report	SCIBS Criminal Activity Report	State Law Enforcement Division (SLED)	State	Monthly		Criminal activity report which gets forwarded to the FBI tracking who is stopped, cited, and arrested	Contact Mr. Klay Peterson
7	External Review and Report	IPEDS	National Center for Education Statistics (NCES)	Federal	Annually		Public Contact Report. Three reporting dates annually. Generated by USC Columbia.	Contact Dr. Pamela Steinle
8	External Review and Report	CHE Institutional Effectiveness Report	Commission on Higher Education	State	Annually	October 20, 2018	Professional exam pass rates	Contact Dr. Pamela Steinle
9	External Review and Report	CHE 301 Report	Commission on Higher Education	State	Annually		Employment of Associate's Degree recipients	Contact Dr. Pamela Steinle
10	External Review and Report	Accountability Report	SC Department of administration	State	Annually	September 15, 2018	Finance, strategic planning, and summary information about the University	Contact Dr. Pamela Steinle
11	External Review and Report	Fiscal Operations Report Application to Participate (FISAP)	US Department of Education	Federal	Annually	September 15, 2017	Financial Aid expenditures and application for funding for Federal Work-Study Program and Federal Supplemental Education Opportunity Program	Contact Ms. Bonnie Carson
12	External Review and Report	Financial Aid Reauthorization	US Department of Education	Federal	Annually	June 30, 2018	Financial Aid eligibility data	Contact Ms. Bonnie Carson
13	External Review and Report	Annual Survey of Nursing Education	Southern Regional Education Board (SREB)	Outside Organization	Annually		Nursing faculty characteristics and vacancies and enrollment demographics	Contact Dr. Pamela Steinle
14	External Review and Report	Annual Survey of Nursing Education	American Association of Colleges of Nursing (AACN)	Federal	Annually	October 30, 2018	Program characteristics, student applications, demographics, NCLEX pass rate, completions, faculty characteristics	Contact Dr. Pamela Steinle
15	External Review and Report	Nursing Program Biennial Report	SC Department of Labor Licensing and Regulation (SC LLR)	State	Annually		Biennial report of program characteristics, facilities, finances, program evaluation, completions, and faculty characteristics	Contact Dr. Pamela Steinle
16	External Review and Report	FY17 Annual Progress Report State Government Energy Conservation Act	State Energy Office	State	Annually	September 30, 2018	Report on implemented energy conservation measures on campus and report on "success stories".	Contact Ms. Sheryl Turner-Watts
17	External Review and Report	SC DHEC Office of Solid Waste Reduction & Recycling Team	SC DHEC	State	Annually	September 30, 2018	Report on type and quantity of recyclables	Contact Ms. Sheryl Turner-Watts
18	External Review and Report	Comprehensive Permanent Improvement Plan (CPPI)	CHE via USC Columbia	State	Annually	March 1, 2018	5 year plus planning document to identify capital permanent improvement projects. Scope, estimated cost to construct/renovate/O&M for facilities.	Contact Ms. Sheryl Turner-Watts
19	External Review and Report	FY Athletics Annual Facilities Operating Costs Report	NCAA via USC Update Athletics Office	Outside Organization	Annually	September 30, 2018	Report annual cost of utilities, house keeping, building and ground maintenance costs for all athletics facilities	Contact Mr. Daniel Feig
20	External Review and Report	Governor's Budget Requests for FY Campus Police: Commission on Accreditation for Law Enforcement Agencies (CALEA)	Governor's Office	State	Annually	September 30, 2018	Capital or Non-Recurring Appropriation Request	Contact Ms. Sheryl Turner-Watts
21	External Review and Report	Campus Police: Commission on Accreditation for Law Enforcement Agencies (CALEA)	Governor's Office	Outside Organization	Annually	September 30, 2018	Accredited 2016, reaffirmation 2020	Contact Mr. Klay Peterson

22	External Review and Report	School of Education: CAEP	Outside Organization	Accredited Oct 2011 - Dec 2018	Contact Dr. Pamela Steinke
23	External Review and Report	School of Business: AACSB	Outside Organization	Reaffirmed in 2014; Next reaffirmation in April 2020	Contact Dr. Pamela Steinke
24	External Review and Report	School of Nursing: CCNE - MSN initial	Outside Organization	11/2015 to 11/2020	Contact Dr. Pamela Steinke
25	External Review and Report	School of Nursing: CCNE - BSN continuing	Outside Organization	11/2011 - 11/2021 Asked for early review and it was granted. Site visit will be in September 2020.	Contact Dr. Pamela Steinke
26	External Review and Report	Computer Science: ABET	Outside Organization	Accredited 10/2001; Next comprehensive review 2020-2021.	Contact Dr. Pamela Steinke
27	External Review and Report	Engineering Management Technology: ABET	Outside Organization	Accredited 10/2007 - Present; Next comprehensive review 2020-2021.	Contact Dr. Pamela Steinke
28	External Review and Report	Art and Graphic Design: NASAD	Outside Organization	Initial Accreditation: 10/2009; Most Recent comprehensive review: 2016. Next scheduled review 2020-2021.	Contact Dr. Pamela Steinke