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Comprehensive Standard 3.2.1

The governing board of the institution is responsible for the selection and evaluation of the chief executive officer.

Judgment: Compliant

Response:

Election of a president of the University of South Carolina is the first Board responsibility listed in the **Board of Trustees' By-laws**. On July 11, 2008, the Board of Trustees elected a new president following Board By-laws. A **search committee** was constituted as outlined in the By-laws, and was presented its **charge** by the Chairman of the Board.

There was a change in the Presidency of the Student Body during the course of the Committee's work so initially the name of Nicholas J. Payne appears and later that of Andrew Gaeckle.

The charge to the Committee was presented by the Chairman and the text is included in its entirety in the minutes of January 10, 2008.

In the course of its work the Committee reviewed information about 81 nominees or applicants. The full Committee held personal interviews with 7 outstanding candidates. Additional communication was held with 3 other promising prospects.

The Committee engaged in extensive advertising, mail solicitation, and personal contacts to recruit candidates for the Presidency. A separate website was created with a unique e-mail address for nominators, applicants or candidates. It contained extensive information on the University, the Presidency, and direct links to numerous University web pages about all aspects of the University of South Carolina.

As a matter of passing interest, this web site received 11,049 visits from states all across the country and nations around the globe including Canada, Saudi Arabia, India, Germany, and Australia.

All members of the Board of Trustees were invited to sit with the Committee to interview the top 5 of these prospects based on the strengths of the candidates in light of the **position description**.

This exceeded the Bylaws requirement that the Board review a minimum of 4 persons. Further, the University released to the public the names of three finalists, as required by the S.C. Freedom of Information Act.

The University of South Carolina **Board of Trustees unanimously elected Dr. Harris Pastides** Friday (July 11) to become the university's 28th president, following a presentation of the **Presidential Candidate Search Committee's Final Report**.

As mandated by the Agency Head Salary Commission, the Board of Trustees evaluates the President annually using the **Agency Head Performance Evaluation form**.

However, the University received **e-mail notice on June 25, 2009**, that the State requirement to report an annual review of the President was suspended for one year by direction of the Agency Head Salary Commission. The e-mail stated the following:

Due to this unprecedented budgetary time, the 2009-2010 Appropriations Act provides no funding for state employees increases for the upcoming fiscal year. Additionally, there is no funding provision for agency head increases this year. At the Agency Head Salary Commission meeting on June 15, 2009, the Commission decided that no recommendations would be made for agency head increases during this difficult budgetary time. Therefore, the Agency Head Salary Commission will not be reviewing agency head performance appraisals to recommend annual performance increases, and the performance appraisals for this fiscal year do not need to be submitted to the Commission.

Regardless of the relief from the State mandate for review, **the 2009-2010 annual review of the President** is currently underway. **Past reviews** of the University of South Carolina President are available. A formal review was not conducted during the transition period between the current and the past presidents.

Supporting Documentation:

Source	Location
State of South Carolina	
State office of Human Resources	http://ipr.sc.edu/pdf/evaluations/EPMSPolicy.pdf
Agency Head Performance Evaluation Form	http://ipr.sc.edu/pdf/evaluations/AgencyHeadEval.pdf
Agency Head Salary Commission e-mail	http://ipr.sc.edu/pdf/evaluations/AHSCRecom.pdf

University of South Carolina Websites	
Presidential Search Committee	http://www.sc.edu/presidentialsearch/committee.php
Presidential Search Committee Charge	http://www.sc.edu/presidentialsearch/01102008_minutes2.php
Presidential Search Committee Final Report	http://ipr.sc.edu/pdf/PCSCFinalReport.pdf
President's Position Description	http://www.sc.edu/presidentialsearch/position.php
President's 2009-2010 Annual Review	http://ipr.sc.edu/pdf/evaluations/AgencyHeadEvalSurvey.pdf
Prior President Evaluations	secure/PReviews/
Board of Trustees Websites	
By-Laws	http://trustees.sc.edu/bylaws.html
Board Minutes of Presidential Election	http://trustees.sc.edu/minutes/071108.pdf

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