

\* **3.2.8** The institution has qualified administrative and academic officers with the experience, competence, and capacity to lead the institution. **(Qualified administrative/academic officers)**

USC has provided a university organizational chart and a complete explanation of reporting relationships with a summary of each administrator's responsibilities. The web page links for each senior administrator provide comprehensive reports of each person's experience. The relevant information is provided for all deans and senior administrators including the president, his direct reports and their direct reports. The education, academic credentials, and experience for all of the senior officers of USC as presented in the report are appropriate to their positions.

The On-Site Review Committee conducted interviews and reviewed pertinent documentation in support of the institution's case for compliance and sustained the OffSite Review Committee's findings.

**3.2.10** The institution evaluates the effectiveness of its administrators on a periodic basis. **(Administrative staff evaluations)**

USC provided evidence of a comprehensive review process for administrative staff. Details are provided for the main campus. The staffing patterns *vary* on the individual campuses and the appropriate processes are clearly defined. There are links provided to individual reviews and explanations for those missing such as in the case of a new incumbent. Links are also provided to relevant legislation and policy. The rules clearly state that all employees are to be evaluated annually.