3.7.1 The institution employs competent faculty members qualified to accomplish the mission and goals of the institution. When determining acceptable qualifications of its faculty, an institution gives primary consideration to the highest earned degree in the discipline. The institution also considers competence, effectiveness, and capacity, including, as appropriate, undergraduate and graduate degrees, related work experiences in the field, professional licensure and certifications, honors and awards, continuous documented excellence in teaching, or other demonstrated competencies and achievements that contribute to effective teaching and student learning outcomes. For all cases, the institution is responsible for justifying and documenting the qualifications of its faculty. **(Faculty competence)**

USC Columbia has published criteria for the appointment of tenure-track faculty that includes a required terminal degree appropriate to the field of teaching and research or scholarship. Also, the University evaluates relevant background experience during the hiring of tenure-track or senior faculty who may be tenured at appointment. Additionally, the University reviews transcripts and conducts criminal background checks on all faculty candidates for hire. Regarding faculty hired at the four regional campuses (Lancaster, Salkehatchie, Sumter and Union), requirements include a minimum of a master's degree and 18 credit hours of coursework relevant to teaching assignments.

The Off-Site Review Committee reviewed the supporting documentation provided by USC in a Faculty Roster describing courses taught, credentials (academic degrees), and/or clarification (specialized expertise, additional educational preparation, or professional experience). The Faculty Roster, however, was found to be incomplete. In some cases courses taught were absent. In other cases the academic degrees of the faculty member were absent making comparison of courses taught to expertise impossible. The Committee was unable to determine the academic qualifications of over 60 faculty members which were listed in the attached Request for Justifying and Documenting Qualifications of Faculty.

The Off-Site Review Committee listed more than sixty faculty requiring further documentation including a limited few initially viewed as unacceptable. Based on the additional information included with the Focused Report, approximately ninety percent of these faculty were deemed qualified before the On-Site Review Committee visit. During the On-Site visit, additional information was provided allowing confirmation that the remaining faculty were found to have adequate credentials. However, during the regional campus visit, there were no resumes for part-time faculty, and several full-time faculty members were found to be not acceptable for their teaching assignments.

Recommendation 5
The institution must demonstrate that it employs competent faculty. (See last page for Request for Justifying and Documenting Qualifications of Faculty at the University of South Carolina - Salkehatchie campus.)

Request for Justifying and Documenting
Qualifications of Faculty

Institution: _____ **University of South Carolina - Columbia** _____

For each of the faculty members listed below, the committee either found the qualification of the faculty member to be unacceptable or the institution did not adequately justify and document the faculty member's qualifications to teach the course(s) identified in the second column. For each case, the committee checked the column appropriate to its findings.

The institution is requested to submit additional justification and documentation on the qualifications of each of the faculty listed. When responding, the institution should use the Commission's "Faculty Roster Form: Qualifications of Full-Time and Part-Time Faculty" and its "Instructions for Reporting the Qualifications of Full-Time and Part-Time Faculty." (*Access at www.sacscoc.org, click onto Resources, click onto Institutional.*) Read the instructions carefully and pay close attention to the section "Providing Information that Establishes Qualifications." The completed form, or similar document, should be included as part of the institution's formal response to the Commission.

USC-Salkehatchie Campus

Name of Faculty Member	Department and Courses Taught	Not Acceptable	Insufficient Documen- tation
Collin, B. (FT)	CSCE 101 Introduction to Computer Concepts	X	
Gruber, S. (PT)	CSCE 101 Introduction to Computer Concepts CSCE 102 General Applications Programming	X	
Hollingsworth, R. (PT)	BIOL 200/200L Plant Science	X	
Mechlenbacher, C. (FT)	SPCH 140 Public Communication	X	
Siren, J. (PT)	SPCH 140 Public Communication	X	
Spooner, J. (PT)	BIOL 243, 243L, 244, 244L Human Anatomy / Physiology	X	
Wicker, J. (FT)	ECON 221, 222: MKTG 350	X	
Zidlick, P. (PT)	ENGL 101, 102	X	