



PRELIMINARY REPORT OF THE REAFFIRMATION COMMITTEE

Statement Regarding the Report

The Board of Trustees of the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) is responsible for making the final determination on reaffirmation of accreditation based on the findings contained in this committee report, the institution's response to issues contained in the report, other assessments relevant to the review, and application of the Commission's policies and procedures. Final interpretation of the Principles of Accreditation and final action on the accreditation status of the institution rest with SACSCOC Board of Trustees.

Name of the Institution: **University of South Carolina - Aiken**

Date of the Review: **November 5-6, 2020**

SACSCOC Staff Member: **Dr. Denise Y. Young**

Chair of the Committee: **Dr. William R. Fannin - CHAIR**
Professor of Management
The University of Texas Permian Basin
Odessa, TX

Section 6: Faculty

6.2 For each of its educational programs, the institution:

6.2.a Justifies and documents the qualifications of its faculty members.
(*Faculty qualifications*)

Non-Compliance

As outlined in the Faculty Recruitment Guide, search committees must comply with university regulations and state and federal employment laws as they search for the best-qualified applicants for available faculty positions. The tenured and tenure-track positions require faculty to possess a terminal degree in the field. Annual or multi-year contracts of non-tenure-track faculty require the faculty to hold a master's degree and have at least 18 credit hours in their teaching area. The institution places primary emphasis on its adjunct faculty's educational credentials; however, in exceptional cases, adequate justification of alternative professional experience and demonstrated contributions to the teaching discipline are approved instead of formal academic preparations.

As part of the hiring process, transcripts and other credentials are evaluated by the search committee. A shortlist of candidates is forwarded to the Provost/Executive Vice Chancellor for Academic Affairs, who authorizes campus interviews. Following on-campus interviews, the search committee submits a recommendation to the Provost to extend an offer of employment. The department chair or the school dean negotiates the details of the appointment.

Although compelling evidence was presented to illustrate that the institution's faculty are qualified to teach the courses assigned to them, questions remained concerning 16 faculty members. They are listed in the *Request for Justifying and Documenting Qualifications of Faculty* document.