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VICE PRESIDENT FOR ACADEMIC AFFAIRS AND PROVOST

To: Faculty, Staff, and Students of the Moore School of Business

From: Michael D. Amiridis 
Executive Vice President for Academic Affairs and Provost

Date: September 14, 2011

Subject: Fifth Year Review of Hildy Teegen, Dean

In accordance with the University of South Carolina Academic Affairs policy, ACAF 1.02 Periodic Evaluation of Academic Deans ([ACAF 1.02](#)), the University of South Carolina conducts periodic reviews of academic deans “at least every five years” in addition to annual evaluations. The 2010–2011 academic year marked the fourth year of Dean Hildy Teegen’s appointment as Dean of the Moore School of Business at the University of South Carolina-Columbia. Her evaluation was conducted by a Dean Review Committee of Moore School of Business faculty which included Professors Scott Vandervelde, McKinley Blackburn, Jean Helwege, Chuck Kwok, Elizabeth Ravlin, Patrick Philipoom, and David Crockett. The committee was chaired by Dean Mary Anne Fitzpatrick, College of Arts and Sciences.

ACAF 1.02 also requires that the participants in the review receive a report on the review. Herewith is the report which describes the review process and the committee’s summary.

Review Process

The review process that was followed is described below:

- I notified Dean Teegen in writing of the internal USC review on September 2, 2010. The letter outlined the timeline of the review process and requested that she provide a statement that described the highlights of her deanship and a statement that described her leadership role as dean. She was also encouraged to provide any other information or data that would be beneficial to the committee for the review.
- Senior Vice Provost Christine Curtis convened and charged the committee on November 2, 2010. She discussed the review process and expected timeline, provided information regarding the materials, responded to questions from the committee, and also informed them of the Freedom of Information Policy ([HR 1.00](#)). The committee was provided a table of data that was available upon request for review during the process and basic guidelines for survey development.
- The committee requested and received a significant amount of data regarding different academic and operational aspects of the School, as well as specific activities of the Dean.

- The committee met on eleven separate occasions between December 2010 and May 2011 and conducted face-to-face interviews with a random sample of faculty and staff from the Moore School of Business. In addition, the committee met with Dean Teegen.
- I met with the full committee on May 18, 2011 and received their final report.

Results Overview from the Committee's Report

The committee's report clearly outlines Dr. Teegen's and the School's important successes and significant accomplishments during her tenure as Dean. The hard work that Dean Teegen has put into securing the private resources needed to meet the Darla Moore challenge, as well as, the countless hours of negotiations and planning for the development of the new building are of paramount importance for the future of the School. As pointed out in the report, Dean Teegen has been wholeheartedly engaged with the South Carolina business community, has tirelessly represented the School in front of external audiences locally, nationally and internationally, and has revitalized the School's Partnership Board. She has also provided strong financial management during a historically difficult economic period and has closely aligned rewards for the faculty with research productivity.

Under Dean Teegen's leadership, the School was successfully reaccredited by AACSB and has experienced strong growth in undergraduate enrollment. Furthermore, collaboration between the Darla Moore School of Business and other academic units on campus has been fostered, resulting in a new MIB program with Law and Arts and Sciences, and ongoing discussions for additional programs with Education and Engineering and Computing. New innovative programs – such as the cohort program in International Business with the Chinese University of Hong-Kong – have been introduced and emphasis has been placed into developing a technological infrastructure that will extend the School's reach and scope.

The committee's report also outlines areas where improvements are needed. Dean Teegen and I are in full agreement regarding the importance of increasing the faculty size, especially in the tenured and tenure-track ranks, which is the top priority this year for my office. She is committed to this initiative and we will work together to secure a mix of new revenue at the School level with central administration support to finance such growth. Determining the optimum mix of faculty and professional staff in the administrative management of academic programs is another area where careful attention will be given. Finally, Dean Teegen is committed to continuing her efforts to further strengthen internal communications, especially when it comes to key issues, such as budgetary realities, organizational structure and responsibilities, and strategic directions.

Dr. Teegen was reappointed as the Dean of the Darla Moore School of Business in August 2011.

I wish to thank those who participated in this important process. I also want to recognize and thank the members and the chair of the Dean Review Committee for their time and diligent service. The dean review process is an essential element in sustaining an academically strong and dynamic University.

c: Harris Pastides, President
Moore School of Business Dean Review Committee