

4.2.c

CEO Evaluation/Selection

The governing board:

- c. selects and regularly evaluates the institution's chief executive officer.

Judgment

Compliant Non-Compliant Not Applicable

Narrative

Election of a president of the University of South Carolina is the first Board responsibility listed in the Board of Trustees' Bylaws. [Article IV Section 1](#) states:

The Board shall define the mission, role and scope of the University System and each of its component institutions, shall establish the general policies of the University System, shall lay out the University System's broad program of educational activity, shall approve the budget for the next fiscal year, and shall provide ultimate accountability to the public and the General Assembly. Within these fundamental responsibilities, the Board will perform, where appropriate, many essential functions, including but not limited to the following:

- A. Elect a President of the University to serve at the will of the Board or for such term and compensation as the Board may prescribe;

Election of a President

In 2019, a decision was made by a majority vote of the [Board of Trustees](#) to move forward with the selection and hiring process of a new president for the University of South Carolina after former President Harris Pastides announced his retirement on October 3, 2018. A search committee was constituted ([October 19, 2018](#)) as outlined in the Bylaws, and was presented its charge by the Chairman of the Board ([November 8, 2018 Meeting Minutes](#)).

Presidential Search Committee

The Executive and Governance Committee recommended the following Board [members](#) be approved to serve on the presidential search committee, and the full Board unanimously approved ([October 19, 2018](#)):

1. William C. Hubbard
2. Hubert F. Mobley, to serve as Presidential Candidate Search Committee Chair
3. Leah B. Moody
4. C. Dorn Smith III, M.D.
5. Eugene P. Warr, Jr.

In addition to these five Board Members, the Executive and Governance Committee recommended two special advisors be appointed to the search committee, and the Full Board unanimously approved: Trustees Mark Buyck and Miles Loadholt. It was announced that joining trustees on the search committee, as required by the Bylaws, would be:

Faculty

6. Dr. Marco Valtorta, Chair, University of South Carolina Columbia Faculty Senate
7. Faculty member elected by University of South Carolina Faculty Senate (Julius Fridriksson elected October 26, 2019)
8. Faculty member elected by Comprehensive Universities and regional Palmetto Colleges (Araceli Hernandez-Laroche elected October 23, 2019)

Student

9. Taylor Wright, University of South Carolina Student Government President

Alumni Representative

10. Robert F. Dozier, Jr., President of My Carolina Alumni Association

[Article IV Section 2](#) of the Bylaws provides that a Presidential Candidate Search Committee shall be constituted when there is a vacancy or notification of a forthcoming vacancy in the office of the President. The Bylaws further outline the composition of the Search Committee as follows:

- A. five members of the University of South Carolina Board of Trustees from among those elected by the General Assembly to be recommended by the Executive and Governance Committee to the full Board (one of whom shall be

designated as Chair of the Committee);

B. three members of the faculty of the University including (i) the incumbent Chair of the University of South Carolina Columbia Faculty Senate who shall serve until the conclusion of the presidential search process, (ii) a representative of the faculty elected by the University of South Carolina Columbia Faculty Senate, and (iii) a representative of the faculties of the University of South Carolina Aiken, the University of South Carolina Beaufort, the University of South Carolina Upstate, and the regional Palmetto Colleges, collectively, to be selected mutually by the faculty senates thereof;

C. the incumbent President of the University of South Carolina Columbia Student Government Association who shall continue to serve on the Committee until the conclusion of the presidential search process;

D. the incumbent President of the University of South Carolina Alumni Association who shall continue to serve on the Committee until the conclusion of the presidential search process;

E. a representative of the University's support foundations who shall be an elected member of the board of either the University of South Carolina Educational Foundation, the University of South Carolina Development Foundation, the University of South Carolina Business Partnership Foundation, or the South Carolina Research Foundation to be mutually selected by the foundation boards;

F. the Secretary of the Board of Trustees will serve as Secretary of the Committee and the Vice President for Human Resources and the General Counsel of the University will make themselves available to advise and further the work of the Committee

Parker Executive Search was hired to recruit a qualified panel of candidates for the presidential search ([Parker Executive Search Scope of Work](#)). On January 11, 2019 in collaboration with Parker Executive Search the University finalized a [job description](#). The presidential search committee recommended four (4) finalists to the Board of Trustees for interviewing and site visits ([April 17, 2019 Meeting Minutes](#)). On April 22-25, 2019, interviews with the four (4) candidates occurred on the University campus. Invitations were sent to campus constituents and the community ([Finalist Itinerary](#)). Following a national search and a series of meetings and interviews with the Board of Trustees, the presidential search Committee, faculty and staff, students, alumni and the community with the candidates, a decision was made by a Board of Trustees vote on [July 19, 2019](#), to hire Robert L. Caslen, Jr. as the 29th President of the University of South Carolina.

Evaluation of the President

In addition to selecting the President of the University, the Board of Trustees conducts annual evaluations and/or performance reviews. One desired outcome of the evaluation is to review the general performance and effectiveness of the President as prescribed in the President's contract for employment at the institution. A second outcome is to provide the President with feedback on areas requiring improvement of performance.

The current President was evaluated by the Board of Trustees, August 14, 2020. The official Agency Head Salary Commission evaluation [instrument](#), along with a summary of President Caslen's accomplishments were provided to the Board of Trustees to rate the President's performance. [Individual evaluations](#) were tallied and included in the formal evaluation. The University has provided the following as supporting documentation of the President's evaluation:








[Agency Head Planning Stage Document](#)

[Agency Head Survey for Board/Commission Members Summary](#)

[Agency Head Performance Evaluation Stage](#)

The University has provided copies of [2016](#), [2017](#) and [2018](#) evaluations for former President Pastides as evidence of the University's continuous compliance with standard 4.2.c. As noted earlier, President Harris Pastides announced his retirement on October 3, 2018; as a result, an evaluation was not conducted for 2019.

Sources

-  [Agency Head Survey for Board_Commission Members Summary](#)
-  [AgencyHeadEvaluation Form](#)
-  [AgencyHeadPlanning_PresCaslen \(FY19-20\) - Planning Stage Final](#)
-  [Agency_Head_Survey_for_Board_and_Commission_Members](#)
-  [April 17_2019 Minutes](#)
-  [BoT Home Page](#)
-  [BoT Members](#)

-  Board of Trustees Bylaws
-  Board of Trustees Bylaws (Page 13)
-  Board of Trustees Bylaws (Page 14)
-  Caslen, Robert_Review (2020)
-  Finalist Itinerary
-  July 19 2019 BOT Meeting Minutes
-  November 8_2018 Minutes
-  October 19 2018 BOT Meeting Minutes
-  Parker Executive Scope of work
-  USC President Position Description