ADMINISTRATIVE DIVISION	BTRU Board of Trustees
POLICY NUMBER	BTRU 1.17
POLICY TITLE	Board-approved Benefits for Executive Retirees and Trustees Emeriti
SCOPE OF POLICY	USC System
DATE OF REVISION	June 19, 2026
RESPONSIBLE OFFICER	Secretary of the Board of Trustee
ADMINISTRATIVE OFFICE	Office of the Board of Trustees

PURPOSE

This policy outlines the terms and procedures whereby the University of South Carolina (USC) Board of Trustees may grant benefits to executive retirees or Trustees Emeriti of the University.

DEFINITIONS AND ACRONYMS

Board-approved Benefits: Any benefits approved by the Governance Committee of the USC Board of Trustees that are not offered by USC through an existing comprehensive benefits package administered by the State of South Carolina's Public Employee Benefits Authority (PEBA) or other non-PEBA provider.

Executives: For purposes of this policy, includes the University President and any employees in executive-level positions reporting directly to the University President or the Board of Trustees, along with any past University Presidents.

Retirees: For purposes of this policy, "retirees" are USC faculty or staff members who retired from the South Carolina Retirement Systems (SCRS) or the Police Officers Retirement System (PORS), including Teacher and Employee Retention Incentive (TERI) participants. For this policy, this definition also includes former faculty or staff who participated in the Optional Retirement Plan (ORP) and separated from USC by indicating "retirement" as their reason for leaving USC.

Trustees Emeriti: Individuals who were elected, designated, or appointed to the USC Board of Trustees with terms of office totaling twelve or more years on the USC Board of Trustees.

POLICY STATEMENT

It is recognized that USC executive retirees or Trustees Emeriti may continue to make significant contributions to USC following separation by virtue of their profession, expertise, or unique qualifications. Under such cases, USC may elect to maintain and encourage relationships with these executive retirees and Trustees Emeriti. When these special circumstances are warranted, the Board of Trustees may provide benefits to executive retirees or Trustees Emeriti upon approval of the Governance Committee of the Board of Trustees.

Executive retirees may also be entitled to health insurance and retirement benefits afforded other state employees who meet the eligibility requirements. These benefits are administered by PEBA. Executive retirees may also continue to retain other employee-paid University benefits such as supplemental benefits offered by outside insurance carriers. The University may also provide in-house benefits such an email addresses, use of libraries, and access to parking to retirees who are designated as affiliates.

Procedures

A recommendation for Board-approved benefits for an executive retiree or Trustee Emeriti must be made to the Governance Committee of the Board of Trustees by the University President or by a sitting Trustee no later than three months from the date of retirement or departure.

The Governance Committee of the Board of Trustees then must approve, by majority vote, all benefits granted to an executive retiree or Trustee Emeriti. In such cases, the Chair of the Governance Committee must document the approval, the terms and conditions of the benefits, including how the executive retiree or Trustee Emeriti will continue to serve the University, the benefits awarded, and the monetary value of the benefits through a Memorandum of Understanding (MOU) to the executive retiree or Trustee Emeriti. A tax liability assessment must be completed by the Office of the Controller in advance of any benefits being afforded. The MOU must be placed in the appropriate personnel file and maintained in the official records of the Office of the Board of Trustees. Examples of benefits include, but are not limited to, athletic event parking and/or tickets.

The executive retiree or Trustee Emeriti is responsible for reporting the value of all benefits awarded by USC to the Internal Revenue Service as required by law and regulations.

Board-approved benefits are subject to change or may be terminated at any time at the discretion of the Governance Committee of the Board of the Trustees. A letter documenting the change or termination must be issued to the executive retiree or Trustee Emeritus, placed in the appropriate personnel file, and maintained in the official records of the Office of the Board of Trustees.

The Governance Committee will review all Board-approved benefits to executive retirees and Trustees Emeriti on an annual basis.

Related University, State and Federal Policies

Bylaws of the University of South Carolina Board of Trustees
HR 1.57 (“Separation from University Service”)
HR 2.02 (“Post-Retirement Employment”)

History of Revisions

Date of Revision	Reason for Revision
June 19, 2026	New policy approval