

Memorandum

To: Dr. Dorn Smith, Chair, University of South Carolina Board of Trustees
From: Faculty Senate Steering Committee, University of South Carolina, Columbia
Date: September 23, 2020
Re: BTRU 3.01 Presidential Search Policy

The Faculty Senate Steering Committee is the executive committee of Faculty Senate at the University of South Carolina, Columbia. As indicated in the Faculty Manual, it comprises the officers of the Senate as well as chairs of key faculty committees.

Recommendations

- 1) To represent the diversity of persons and perspectives across the USC System more adequately and to enact the principle of shared governance, increase faculty representation from the Columbia campus. Columbia employs approximately 70% of the system's full-time faculty and as the R1 flagship encompasses greater field diversity than any other system campus, not least in the important biomedical areas. Adding an at-large member from Columbia would help to ensure that important perspectives are heard and provide an opportunity to increase the diversity of persons on the committee. Modify item (2) in "Composition," under "Procedures," to include (vi) "a faculty member from USC Columbia elected by the USC Columbia Faculty Senate, which will be provided at least two weeks to organize the election."
- 2) To ensure a diverse membership add an item (5) to "Composition" under "Procedures": "The Board recognizes that the Committee should reflect the diversity of the State of South Carolina, particularly in regard to its ethnic and gender composition. The Board may appoint up to four non-voting members to increase diversity."
- 3) Confidentiality provisions (p. 5) are important to protect the integrity of the search, but they may have the unintended consequence of thwarting shared governance and may work against the ability of members of the search committee to represent a diversity of perspectives. To ameliorate this concern, allow the committee chair to authorize communications of faculty representatives with their campuses. Revise the paragraph beginning "Only the Chair of the Search Committee is permitted to speak" to read "The Chair of the Search Committee is the primary spokesperson for the Search Committee and must authorize all communications regarding the search, including updates regarding search progress to the Board of Trustees, coordination with University System officials, and contact with potential candidates or candidates for the position of President."
- 4) Relatedly, under Search Committee Orientation (1) add a provision (n): "Discuss the circumstances in which it will be appropriate for faculty committee members to solicit nominations, participate in recruitment of candidates, and communicate about the status of the search with their campus communities."
- 5) To enact the principle of shared governance and represent the diversity of perspectives and persons across the University of South Carolina System, while recognizing the fiduciary duty of the Board of Trustees to elect the President, include in the section on "Employment of a Search Consultant" (p. 6-7) a requirement to review: "Methods for soliciting stakeholder perspectives on finalists for the position."