

## 5.4

### Qualified Administrative/Academic Officers

The institution employs and regularly evaluates administrative and academic officers with appropriate experience and qualifications to lead the institution.

### Judgment

Compliant  Non-Compliant  Not Applicable

### Narrative

The University of South Carolina's administrative and academic officers have the experience, competence, and capabilities to provide effective leadership to the institution. The University of South Carolina has filled senior leadership positions by selecting individuals with clear values and high performance expectations that align with the goals and mission of the institution. The information presented below represents individuals invested on or before **July 1 2020**. An updated organizational chart and associated qualifications documentation will be provided to the on-site team at their request.

### Leadership

#### *President*

Electing the president of the university is a responsibility of the Board of Trustees. Procedures for the search and election of a president are described in the Board of Trustees Bylaws ([Article IV, Section 2](#)). [Minutes](#) of the Board of Trustees' meeting provide details of the proceedings of the search which actively involved members of the faculty, student body, Board of Trustees, and others in the university community.

#### Robert Caslen (2019-Present)

Current president [Robert \(Bob\) Caslen](#) was elected as president by the Board of Trustees on [July 19, 2019](#), to begin serving August 1, 2019. Caslen was named the University of South Carolina's 29th president following a 43-year military career during which he served as superintendent and president of the U.S. Military Academy at West Point. During his time at West Point, the academy was recognized as the nation's No. 1 public college by U.S. News and World Report and Forbes magazine. Caslen retired from the Army in 2018, when he became the senior counsel to the president at the University of Central Florida with the task to drive organizational, regulatory and cultural change at UCF and served as interim chief financial officer. Along with his bachelor's degree from West Point, Caslen holds a Master of Business Administration degree in finance from Long Island University and a Master of Science degree in industrial engineering from Kansas State University.

#### Harris Pastides (2008-2019)

President of the University from 2008 until 2019, [Harris Pastides](#), was elected as president by the Board of Trustees on July 11, 2008, to begin serving August 1, 2008. Dr. Pastides was named the University of South Carolina's 28th president, following a decade of service as a professor, dean of the school of public health, and vice president for research and health sciences. He was the first internal candidate to be elected president of the University of South Carolina in more than half a century.

President Pastides earned degrees from the State University of New York at Albany (BS in Biology and Chemistry), and Yale University (MPH in Public Health, MPhil in Epidemiology, and PhD in Epidemiology). He was recruited to the faculty of the University of South Carolina to serve as Dean of the School of Public Health in 1998 and became the Vice President for Research and Health Sciences in 2003 where he served until his election to the Office of President.

#### *Duties of the President*

The duties of the president are described in the [Board of Trustees By-Laws, page 25](#) and include the following:

1. Implement Board and university policies, continuously review the administration and effect of these policies and recommend to the Board, for consideration, modifications of policies and new policies in all aspects and at all levels of the University System
2. Assume primary responsibility for relationships with the Governor's office, the General Assembly, the Commission on Higher Education, federal agencies and other agencies, groups and institutions
3. Recommend to the Board the mission, role and scope of the University System and of its respective campuses, and undertake comprehensive and long-range planning
4. Direct and approve the preparation of a coordinated request for both operating and capital appropriations, and direct the presentation of and justification for the request
5. Review and recommend to the Board the budgets of all components of the University System
6. Coordinate all functions of the University to assure an integrated institution of related and cooperating campuses, with coordinated educational programs, so that quality and comprehensiveness are emphasized, cooperation is ensured, and unnecessary duplication is avoided
7. Establish fiscal, budgetary, audit, and business procedures for the efficient and effective management of the University
8. Subject to the approval of the Board and within the budget limitations of the University, make such appointments to and grant such promotions in faculty or administrative staff of the University as may be appropriate, and terminate any appointments or employment, both in faculty or administrative staff, in keeping with the general and tenure (so far as applicable) policies as may be established by the Board, and duly report any action taken hereunder at the next succeeding regular or special meeting of the Board
9. Serve as ex officio member of all the standing committees of the Board, with full right to participate in the committee's discussions but without a right to vote on any matter
10. Attend all meetings of the Board and of the Executive Committee, as far as his duties may permit
11. Review and recommend action on all legal commitments and all other matters within the province of the Board, including contractual arrangements in accordance with policies and procedures of the Board
12. Recommend policies and procedures which will accomplish the Board's investment responsibilities and objectives and supervise the implementation of the policies and procedures approved by the Board
13. Sign certificates, contracts and instruments authorized or issued by authority of the Board or any properly authorized committee thereof and all diplomas. Use of automated signature technology shall comply herewith
14. Perform such other duties as may be duly assigned to him by the Board or may be appropriate to his general duties and responsibilities

The review of the president as agency head is mandated by the South Carolina State Legislature in South Carolina Code of Laws Sections 8-11-160, 8-11-165 and 8-11-170 as part of the Agency Head Salary Commission.

The Agency Head Salary Commission was created by the General Assembly in 1984. One of the primary reasons for creating the Commission was for the purpose of recommending agency head pay based on performance. Pursuant to that purpose, the Commission established, and continues to administer, the agency head performance process. The Commission also established and maintains salary ranges for each agency head position covered by the Agency Head Salary Commission. A job analysis is conducted every three to four years to ensure the salary ranges are in line with the market for comparable positions. The Commission reviews all requests to hire agency heads above the minimum of their salary ranges. In addition, they are also responsible for reviewing for implementation any salary increases for agency heads. Requests for dual employment for agency heads are also reviewed by this Commission.

The Secretary of the Board of Trustees is responsible for initiating the annual review of the president. The review is based on 15 questions that assess how well the president is meeting the goals and objectives established by the Board of Trustees. Personnel matters are discussed in Executive Session and are not part of the regular Board of Trustees' minutes. Evaluations for [2016](#), [2017](#) and [2018](#) for former President Pastides and [2020](#) for President Caslen are provided as supporting documentation.

In addition, during the regular Board of Trustees' meetings, the President presents "The President's Report" in which he informs the Board members of the progress, status and outlook for the University of South Carolina System. Each June, at the annual meeting of the Board of Trustees, the President presents an annual report on the state of the university system, where he gives a comprehensive presentation on the accomplishments of the University System during the previous year, and discusses the future goals and challenges facing the university system in the coming year. Also, the president, provost, and vice presidents are invited to the semi-annual Board of Trustee's retreats. During the retreat, the President presents his goals, activities, and accomplishments to the Board, as well as discusses strategic planning activities with the Board. The Board receives the information, reviews the President's progress in achieving the university's goals, and then provides recommendations and feedback to the President. The Board, working with the president, provost, and vice presidents, participates in strategic planning activities.

*Executive Vice President for Academic Affairs and Provost*

William F. "Bill" Tate IV (July 2020 - Present)

The former dean of the graduate school and vice provost for graduate education at Washington University in St. Louis, **Dr. William (Bill) Tate** was selected as the new executive vice president for academic affairs and provost at University of South Carolina on March 6, 2020. Tate begins his term as Provost on July 1, 2020. Tate comes to Columbia with a background that combines epidemiology research, math education and the importance of accessibility in higher education. He earned his doctorate in mathematics education with a cognate in human development from the University of Maryland, a master's degree in psychiatric epidemiology from the Washington University School of Medicine, a MAT in mathematical sciences education from the University of Texas at Dallas and a bachelor's degree in economics from Northern Illinois University. He also is a past president of the American Educational Research Association.

Tayloe Harding (2019-2020)

Tayloe Harding, the Dean of the University of South Carolina School of Music, was named the university's interim provost in July 2019. Interim Provost Harding served as dean of the School of Music since 2005, as well as the interim dean of the South Carolina Honors College (2010-2011) and the interim dean of the College of Social Work (2016-2017).

Dr. Harding is a composer and passionate advocate for advancing the impact of higher education music study and experience on American communities and national society; he received the Doctor of Music in Composition and Master of Music in Composition from Northwestern University, and the Bachelor of Music Education degree from the University of Florida. Interim Provost Harding served as national President for Pi Kappa Lambda until 2020 and currently serves on the organization's Board of Regents. Harding is the Secretary of the National Association of School of Music (2017-2020) and served as President of the College Music Society from 2005-2006. As President of the College Music Society, he led the creation of the Engagement and Outreach Initiative, where the efforts of the music professoriate are articulated with a variety of national constituencies, including other higher education disciplines and populations, music businesses and industries, and general audiences in an effort to meet common musical and civic goals. Dr. Harding was a co-founder of the *Brevard Conference on Music Entrepreneurship (BCOME)*, the *Round Top Roundtable: The Next Generation of Music Leadership in America* and the independent *National String Project Consortium (NSPC)*. As a composer, Interim Provost Harding is sought after for commissions, performances, and recordings for his works around the world.

Joan Gabel (2015-2019)

Provost Gabel received her Bachelor of Arts in Philosophy from Haverford College in Pennsylvania in 1988, and her Juris Doctor degree, cum laude, from the University of Georgia School of Law in 1993. She was an associate attorney in Atlanta, Georgia for three years (1993-1996) at two different law firms, Savell & Williams and Swift Currie McGhee & Hiers, until she was recruited by Georgia State University as an assistant professor in 1996. She was promoted to associate professor of legal studies in 2002 and began joint appointments as faculty director for the Atlanta Compliance and Ethics Roundtable and interim director for the Institute of International Business in 2006. In 2007, Gabel moved to Florida State University where she served as associate professor of legal studies before being promoted to DeSantis Professor, Chair of the Department of Risk Management/Insurance, Real Estate and Legal Studies and director of international relations for the College of Business (2008-2010). She moved to the University of Missouri in 2010 where she served as Dean of the Trulaske College of Business for four years (2010-2015). She also served as professor for the Consortium of Universities for International Business Studies in Paderno del Grappa Italy for 5 years during the summer term (2000-2015). Gabel was appointed by President Pastides as Executive Vice President for Academic Affairs and Provost for the University of South Carolina in August 2015.

*Duties of the Provost*

The vice president for academic affairs and provost is the second ranking officer of the University and is empowered to act for the president in the absence of the chief executive officer. The provost has the responsibility for the overall supervision of academic affairs of the University and for ensuring the integrity of the academic mission of the institution. This officer is appointed by the president and confirmed by the Board of Trustees. The provost is responsible for curriculum development and academic standards in the schools and colleges of the Columbia campus and represents all campuses of the university system on academic issues to the South Carolina Commission on Higher Education (SC CHE). The provost provides budgetary oversight for all of the University of South Carolina Columbia academic units and academic support areas and manages the academic and strategic planning processes for those units. The provost oversees the tenure and promotion process, the sabbatical, faculty awards and endowed chairs programs, faculty recruitment and retention, academic leadership development, the development and approval of all academic programs, university policy and procedures, and university accreditation. The provost also supervises such academic support services as the university libraries, records and registration, and the university press and will, when requested to do so by the president, represent the president at such times and places as may be appropriate.

Serving under the vice president for academic affairs and provost is a deputy provost, the senior vice, vice, associate and assistant provosts, the academic deans and the department chairs. The Provost is responsible for leading the formulation and implementation of system-wide academic affairs policy relating to faculty hiring, retention, tenure, promotion, and development. She is charged with oversight of the University of South Carolina's graduate and undergraduate academic programs, as well as curriculum development, program assessment, and university accreditation. The Provost provides budgetary oversight for all of the University of South Carolina Columbia academic units and academic support areas and manages the strategic planning processes for those units. As indicated in the [organizational chart for the Office of the Provost](#), the University of South Carolina Press, the Office of Institutional Assessment and Compliance, and the Office of Academic Support also report to the Provost. As Chief Academic Officer, only the Provost's full biography is presented. The Provost is annually reviewed by the President (see below).

**Principal Administrative Personnel and Academic Administrators**

The [university organizational chart](#) depicts the relationships between the president and the senior leadership of the university. University Policy [ACAF 1.01 Recruitment and Appointment of Academic Administrators](#) governs the recruitment, appointment, and reappointment of individuals serving in administrative roles, including the following: executive vice president for academic affairs and provost; associate provost, or provost title prefixed by one or more of the words assistant, associate, deputy, senior and vice; academic vice president; and vice president reporting to the executive vice president for academic affairs and provost. Section E, *Annual Review* (page 8) requires that positions listed in Section I.A.2 of the policy be reviewed annually by the hiring authority or designate.

*Chancellor of Palmetto College*

The four regional Palmetto College campuses of the University of South Carolina Columbia (Lancaster, Union, Sumter, and Salkehatchie) fall under the authority of the Columbia campus and reside in a central administrative unit known as [Palmetto College](#), headed by a Chancellor. As outlined in [Board Bylaws Article XII Section 1](#), the Chancellor of Palmetto College reports directly to the President and is evaluated annually. Campus Deans of the regional Palmetto College campuses report to the Chancellor of Palmetto College ([Board Bylaws Article XII Section 5](#)). While each of the comprehensive universities (Aiken, Beaufort, Upstate) in the system have Chancellors that report to the President, each is separately accredited with SACSCOC. Therefore, the university has included below only the qualifications and reviews for the Chancellor of Palmetto College.

Role	Name	Qualifications	Position Description	Evaluations
Chancellor of Palmetto Colleges	Susan Elkins	CV	PD	2018 2019 2020

*Vice Presidents*

There are nine vice presidents, including the provost. Each of the vice presidents is experienced and fully credentialed in their primary area of service, and their CVs are provided by clicking on their names in the table below. In cases where an individual has served less than a year in their role, the evaluations of previous appointees have been included. [ACAF 1.01 Recruitment and Appointment of Academic Administrators](#) outlines the positions that require an annual evaluation. Individuals serving in interim roles are not subject to an annual evaluation for the period that an individual is temporarily fulfilling the duties of the position.

The nine vice presidents are as follows:

Role	Name	Qualifications	Position Description	Evaluations
Executive Vice President for Academic Affairs and Provost	W. Tate (2020-Present)	CV	PD	n/a <sup>1</sup>
	T. Harding (Interim, 2019-2020)	CV	PD	n/a <sup>2</sup>
	J. Gabel (2015-2019)	CV	PD	2016 2018
Executive Vice President for Administration	E. Walton	CV	PD	2019 2020
Vice President for Communications	L. Thomas (2020-Present)	CV	PD	n/a <sup>3</sup>
	W. Hickman (2013-2020)	CV	PD	2016
Vice President for Development	W. Elliott (Interim, 2020-Present)	CV	PD	n/a <sup>4</sup>
	J. Houck (2013-2020)	CV	PD	2016 2018
Vice President for Diversity, Equity, and Inclusion	J. Williams (2020-Present)	CV	PD	n/a <sup>5</sup>
	J. Dozier (2013-2020)	CV	PD	2019 2020
Vice President for Human Resources	C. Agardy (2018- Present)	CV	PD	2019 2020
	C. Byrd (2011-2018)	CV	PD	2016
Vice President for Information Technology	D. Foster	CV	PD	2019 2020
Vice President for Research	P. Nagarkatti	CV	PD	2019 2020
Vice President for Student Affairs	D. Pruitt	CV	PD	2017 2019 2020

<sup>1</sup>Individual appointed in 2020 who has served less than one year

<sup>2</sup>Interim appointment who returned to a faculty position within a year

<sup>3</sup>Individual appointed in 2020 who has served less than one year

<sup>4</sup>Individual appointed in 2020 who has served less than one year

<sup>5</sup>Individual appointed in 2020 who has served less than one year

*Vice Provosts*

There are four vice provosts who report directly to the provost. The [organizational chart for the Office of the Provost](#) displays the relationships within the Office of the Provost. The vice provosts are listed below:

Role	Name	Qualifications	Position Description	Evaluations
Vice Provost and Dean of the Graduate School	Cheryl Addy	CV	PD	2018 2019
Vice Provost and Dean of Undergraduate Studies	Sandra Kelly	CV	PD	2018 2019
Vice Provost and Director of Global Carolina	Allen Miller (2014-2020)	CV	PD	2017 2019
Executive Director of Global Carolina	Magdalena Grudzinski-Hall (Interim, 2020-Present)	CV	PD	n/a <sup>1</sup>
Vice Provost for Academic Support	Dennis Pruitt	CV	PD	2017 2019 2020
Associate Provost for Palmetto College	John Catalano	CV	PD	2017 2018 2019

<sup>1</sup>Individual appointed in 2020 who has served less than one year

*Senior Administrative Leadership*

All senior leadership members are annually reviewed by the individual to whom they directly report. The President’s Executive Council is the core of senior leadership who serve as an advisory team for consideration of major strategic initiatives and other key institutional issues. The summary chart of senior administrative leadership for the institution is as follows:

Role	Name	Qualifications	Position Description	Evaluations
Chief Audit Executive	Pam Dunleavy (Doran)	CV	PD	2019 2020
Chief of Staff	Mark Bieger (2020-Present)	CV	PD	n/a <sup>1</sup>
Chief Operating Officer	Jeff Perkins	Resume	PD	n/a <sup>2</sup>
Chief for Innovation, Partnership and Economic Engagement	Bill Kirkland	CV	PD	2019 2020
Director of Athletics	Ray Tanner	CV	PD	2019 2020
Director of Government Relations	Craig Parks	CV	PD	2019
Director of State Government Relations	Derrick Meggie	CV	PD	2018 2019
Director of Strategy	Jack Claypoole	CV	PD	2019 2020
Interim Director of Communications and Marketing and Chief Communications Officer	Jeff Stensland	CV	PD	n/a <sup>3</sup>
General Counsel/Executive Director of Compliance Programs	Walter Terry Parham	CV	PD	2019 2020
Presidential Faculty Fellow	Susan Bon	CV	PD	2020
Special Assistant to the President/Military Programs	James Smith	CV	PD	2020
University Secretary/Secretary to the Board	Cantey Heath	CV	PD	2016 2019 2020
University Treasurer	Pat Lardner	CV	PD	2019 2020

<sup>1</sup>Individual appointed in 2020 who has served less than one year

<sup>2</sup>Individual appointed in 2019 who has served less than one year

<sup>3</sup>Interim appointment who returned to an administrative position within a year

*Deans*

There are twenty-three deans of the University. Each has been chosen for leadership in their specific disciplines or areas based on competitive searches (a mixture of internal and external). Each regional campus is led by a campus dean reporting directly to the Chancellor for Palmetto College (Susan Elkins) and their operations are under review alongside the Columbia campus for accreditation. Per university policy *ACAF 1.02 Performance Review of Academic Deans*, deans undergo annual evaluation by the Provost, and are subject to full review every five years according to published procedures and schedule. Reviews may be waived or delayed at the discretion of the provost for sufficient cause. Normally, reviews will not be conducted for incumbents who have informed the provost in writing that they plan to retire, resign or return to a faculty position within one year of the scheduled review for reappointment. An "n/a" in the *evaluations* column represents either a) individuals appointed in 2020 who have served less than one year, or b) interim appointments who returned to a faculty position within a year of appointment. In these cases, the evaluations of previous appointees have been included.

Role	Name	Qualifications	Position Description	Evaluations
Dean of the College of Arts and Sciences	Lacy Ford	CV	PD	2018 2019
Dean of the College of Education	Jon Pedersen	CV	PD	2018 2019
Dean of the College of Engineering and Computing	Hossein Haj-Hariri	CV	PD	2018 2019
Dean of the College of Hospitality, Retail, and Sport Management	Haemoon Oh	CV	PD	2018 2019

Dean of the College of Information and Communication	Tom Reichert	CV	PD	2018 2019
Dean of the College of Nursing	Jeanette Andrews	CV	PD	2018 2019
Dean of the College of Pharmacy	Stephen Cutler	CV	PD	2018 2019
Dean of the College of Social Work	Ronald Pitner (Interim, 2020-Present)	CV	PD	n/a <sup>1</sup>
	Sarah Gehlert (2017-2020)	CV	PD	2018 2019
Dean of the Darla Moore School of Business	Peter Brews	CV	PD	2018 2019
Vice Provost and Dean of the Graduate School	Cheryl Addy	CV	PD	2018 2019
Dean of the Norman J. Arnold School of Public Health	Tom Chandler	CV	PD	2018 2019
Dean of Palmetto College Columbia	Ron Cox	CV	PD	n/a <sup>2</sup>
Dean of the School of Law	Robert Wilcox	CV	PD	2018 2019
Dean of the School of Medicine - Columbia	Les Hall	CV	PD	2018 2019
Dean of the School of Medicine - Greenville	Marjorie Jenkins (2019-Present)	CV	PD	2020
	Jerry Youkey (2011-2019)	CV	PD	2018 2019
Dean of the School of Music	Taylor Harding (2005-2019, 2020-Present)	CV	PD	2018 2019
	Andrew Gowan (Interim, 2019-2020)	CV	PD	n/a <sup>3</sup>
Dean of the South Carolina Honors College	Steve Lynn	CV	PD	2018 2019
Vice Provost and Dean of Undergraduate Studies	Sandra Kelly	CV	PD	2018 2019
Dean of the University Libraries	Tom McNally	CV	PD	2018 2019
Dean of USC Lancaster	Walter Collins	CV	PD	2018 2019
Dean of USC Salkehatchie	Chris Nesmith (2019-Present)	CV	PD	2018 2019
	Ann Carmichael (2000-2019)	CV	PD	2015 2016

Dean of USC Sumter	Michael Sonntag	CV	PD	2015-16 2018 2019
Associate Provost and Dean of USC Union	John Catalano	CV	PD	2018 2019

<sup>1</sup>Individual appointed in 2020 who has served less than one year

<sup>2</sup>Individual appointed in 2019 who has served less than one year

<sup>3</sup>Interim appointment who returned to a faculty position within a year

#### Regional Palmetto College Campuses

The four regional campuses of the University of South Carolina (Lancaster, Union, Sumter, and Salkehatchie) fall under the authority of the Columbia campus and reside in a central administrative unit known as [Palmetto College](#), headed by a Chancellor and Associate Provost. These campuses are referred to as regional Palmetto College campuses. The [administrative unit](#) also houses the academic unit University of South Carolina Palmetto College Columbia, which offers courses on the Columbia campus and in the metropolitan Columbia area as well as AA/AS programs and courses at Fort Jackson. This unit also provides instruction, guidance and support for the delivery of the university's undergraduate online degree completion programs.

#### Lancaster

As a regional Palmetto College campus of the University of South Carolina, Lancaster falls under the authority of the university Board of Trustees, President, Provost, and Chancellor of Palmetto College Locally, the institution is administered by an administrative group made up of deans, associate deans, assistant deans, directors, and coordinators responsible for various departments and offices. These positions are denoted on the [campus organizational chart](#). Each member is highly qualified by virtue of education, experience, and skills relevant to the duties and responsibilities of his/her position and are reviewed on a scheduled basis.

Role	Name	Qualifications	Position Description	Evaluations
Dean	Walter Collins	CV	PD	2018 2019
Associate Dean for Academic and Student Affairs	Todd Lekan (2020-Present)	CV	PD	n/a <sup>1</sup>
	Ron Cox (2002-2019)	CV		2018 2019
Director of Human Resources/Payroll	Tracey Mobley-Chavous	CV	PD	2017 2018 2019
Director of Financial Aid	Kenneth Cole	CV	PD	2018 2019
Director of Institutional Effectiveness and Research	Lisa Hammond	CV	PD	2017 2018 2019
Director of Law Enforcement and Security	John Rutledge	CV	PD	n/a <sup>2</sup>
Director of Advancement	Shana Dry	CV	PD	2017 2018 2019
Executive Director of Enrollment Management	Justin Pearson	CV	PD	2018 2019
Director of Student Engagement and Success	Laura Carnes	CV	PD	2017 2018 2019
Director of Student Life	Karlee Christian	Resume	PD	2018 2019
Director of Athletics Programs	Nick Calhoun	CV	PD	n/a <sup>3</sup>
Director of Computer Services and Information Technology	Blake Faulkenberry	CV	PD	2017 2018
Business Manager	Buddy Faile	CV	PD	2018 2019

<sup>1</sup>Individual appointed in 2020 who has served less than one year

<sup>2</sup>Temporary employees are not required to have annual evaluations as defined in [HR 1.36 Performance Evaluation for Classified and Unclassified Non-Academic Staff](#)

<sup>3</sup>Contractual employees are not required to have annual evaluations as defined in [HR 1.36 Performance Evaluation for Classified and Unclassified Non-Academic Staff](#)

#### Salkehatchie

As a regional Palmetto College campus of the University of South Carolina, Salkehatchie falls under the authority of the university Board of Trustees, President, Provost, and Chancellor of Palmetto College Locally, the institution is administered by an administrative group made up of deans, associate deans, assistant deans, directors, and coordinators responsible for various departments and offices. These positions are denoted on the [campus organizational chart](#). Each member is highly qualified by virtue of education, experience, and skills relevant to the duties and responsibilities of his/her position and are reviewed on a scheduled basis.

Role	Name	Qualifications	Position Description	Evaluations
Dean	Chris Nesmith (2019-Present)	CV	PD	2018 2019
	Ann C. Carmichael (2000-2019)	CV	PD	2015 2016
Associate Dean for Academic and Student Affairs	Christopher Bryan Love	CV	PD	2013-14-15 2018 2019
Assistant Dean for Student Affairs and Athletics Director	Jane Brewer	CV	PD	2014-15-16
Director of Budget and Finance Resources, Maintenance, Safety, and Security	Jessica All	CV	PD	2016 2018 2019
Human Resources Manager	Lisa Bonnette	CV	PD	2020
	Haley Rowe	Resume	PD	2019
Executive Director of Enrollment Management Services	Cleveland (Tony) Jackson	CV	PD	2020
	Mike Smith	CV	PD	2016 2017 2018
Financial Aid Director	Julie Hadwin	CV	PD	2014 2015 2016 2018 2019
Head Librarian	Dan Johnson	CV	PD	2014 2015 2016 2018 2019
IT Director	Gayle Walsh	CV	PD	2017 2019
Student Services Program Coordinator-Admissions	Carmen Brown	CV	PD	2018 2019

#### Sumter

As a regional Palmetto College campus of the University of South Carolina, Sumter falls under the authority of the university Board of Trustees, President, Provost, and Chancellor of Palmetto College. Locally, the institution is administered by an administrative group made up of deans, associate deans, assistant deans, directors, and coordinators responsible for various departments and offices. These positions are denoted on the [campus organizational chart](#). Each member is highly qualified by virtue of education, experience, and skills relevant to the duties and responsibilities of his/her position and are reviewed on a scheduled basis.



Role	Name	Qualifications	Position Description	Evaluations
Dean	Michael Sonntag	CV	PD	2015-16 2018 2019
Executive Associate Dean for Academic and Student Affairs	Eric Reisenauer	CV	PD	2014-15-16 2018-19
Interim Assistant Dean Administrative and Financial Services	Hendrikus E.J.M.L. van Bulck	CV	PD	2018-19
Human Resource Officer	Marchetta Williams	CV	PD	2018-19
IT Director	Brian Smith	CV	PD	2019
Institutional Research Analyst	Chuck (Charles) Wright	CV	PD	2018-19
Director of Marketing and Public Relations	Alethia Hummel	CV	PD	n/a <sup>1</sup>
	Misty Hatfield	Resume	PD	2018
Athletic Director	Adrienne Cataldo	CV	PD	n/a <sup>2</sup>
Director of Admissions Services	Keith Britton	CV	PD	2018-19
Director of Student Life	Kristopher Weissmann	CV	PD	2018-19
Director, OSP	Lisa Rosdail	CV	PD	n/a <sup>3</sup>
Coordinator of Advisement	Hayes Hampton	CV	PD	2018-19
Coordinator of Records and Registration	Anna Oswald-Hensley	CV	PD	2018-19
Director of Financial Aid and Veterans' Services	Lisa Jeffords	CV	PD	2018-19
Library Director	Sharon Chapman	CV	PD	2018-19
Chairman of the Faculty Organization	Damien Picariello	CV	PD	2018-19

<sup>1</sup>Individual appointed in 2020 who has served less than one year

<sup>2</sup>Contractual employees are not required to have annual evaluations as defined in [HR 1.36 Performance Evaluation for Classified and Unclassified Non-Academic Staff](#)

<sup>3</sup>Grant-funded employees are not required to have annual evaluations as defined in [HR 1.36 Performance Evaluation for Classified and Unclassified Non-Academic Staff](#)
















































#### Union

As a regional Palmetto College campus of the University of South Carolina, Union falls under the authority of the university Board of Trustees, President, Provost, and Chancellor of Palmetto College Locally, the institution is administered by an administrative group made up of the dean, associate deans, assistant deans, directors, and coordinators responsible for various departments and offices. These positions are denoted on the [campus organizational chart](#). Each member is highly qualified by virtue of education, experience, and skills relevant to the duties and responsibilities of his/her position and are reviewed on a scheduled basis.

Role	Name	Qualifications	Position Description	Evaluations
Dean	John Catalano	CV	PD	2017 2018 2019
Associate Dean for Academic & Student Affairs on the Union Campus and the Laurens Location	Randy Lowell	CV	PD	2018 2019
Human Resources Director	Susan Jett	CV	PD	2018 2019
Director of Budget & Business Operations	Michele Lee	CV	PD	2018 2019
IT Supervisor	Jeremy Black	CV	PD	2018 2019
Director of Facilities and Student Services - Laurens Campus	Matthew Dean	CV	PD	2018 2019
Executive Director of Enrollment Management	Brad Greer	CV	PD	2018 2019
Financial Aid Director	Bobby Holcombe	CV	PD	2018 2019
Public Information Director	Annie Smith	CV	PD	2018 2019
Temporary Disabilities Coordinator	Brandon Simpson	CV	PD	2018 2019
Academic Success Center Coordinator	Majdouline Aziz	CV	PD	2018 2019
Faculty Organization Chair	Jennifer Emswiler	CV	PD	2019
Athletic Director	Zachary Simmons	CV	PD	2020

## Sources




























































-  ACAF 1.01 Recruitment and Appointment of Academic Administrators
-  ACAF 1.02 Performance Review of Academic Deans

 ACAF 2.02 Establishment and Modification of Academic Administrative Units  
 Addy, Cheryl\_CV  
 Addy, Cheryl\_PD  
 Addy, Cheryl\_Review (2018)  
 Addy, Cheryl\_Review (2019)  
 Agardy, Caroline\_PD  
 Agardy, Caroline\_Resume  
 Agardy, Caroline\_Review (2019)  
 Agardy, Caroline\_Review (2020)  
 All, Jessica\_CV  
 All, Jessica\_PD  
 All, Jessica\_Review (2016)  
 All, Jessica\_Review (2018)  
 All, Jessica\_Review (2019)  
 Andrews, Jeanette\_CV  
 Andrews, Jeanette\_PD  
 Andrews, Jeanette\_Review (2018)  
 Andrews, Jeanette\_Review (2019)  
 Aziz, Majdouline\_CV  
 Aziz, Majdouline\_PD  
 Aziz, Majdouline\_Review (2018)  
 Aziz, Majdouline\_Review (2019)  
 Bieger, Mark\_CV  
 Bieger, Mark\_PD  
 Black, Jeremy\_CV  
 Black, Jeremy\_PD  
 Black, Jeremy\_Review (2018)  
 Black, Jeremy\_Review (2019)  
 Board of Trustees Bylaws  
 Board of Trustees Bylaws (Page 14)  
 Board of Trustees Bylaws (Page 25)  
 Board of Trustees Bylaws (Page 33)  
 Board of Trustees Bylaws (Page 36)  
 Bon, Susan\_CV  
 Bon, Susan\_PD  
 Bon, Susan\_Review (2020)  
 Bonnette, Lisa\_Review (2020)  
 Bonnette, Lisa\_CV  
 Bonnette, Lisa\_PD  
 Brewer, Jane\_CV  
 Brewer, Jane\_PD  
 Brewer, Jane\_Reviews (2014-2015-2016)  
 Brews, Peter\_CV  
 Brews, Peter\_Review (2018)  
 Brews, Peter\_Review (2019)  
 Brews\_Peter\_PD  
 Britton, Keith\_Reviews (2018-2019)  
 Britton, Keith\_CV  
 Britton, Keith\_PD  
 Brown, Carmen\_CV  
 Brown, Carmen\_PD  
 Brown, Carmen\_Review (2018)  
 Brown, Carmen\_Review (2019)  
 Byrd, Chris\_CV  
 Byrd, Chris\_PD  
 Byrd, Chris\_Review (2016)  
 Calhoun, Nick\_CV  
 Calhoun, Nick\_PD  
 Carmichael, Ann\_CV  
 Carmichael, Ann\_PD  
 Carmichael, Ann\_Review (2015)  
 Carmichael, Ann\_Review (2016)  
 Carnes, Laura\_CV  
 Carnes, Laura\_PD  
 Carnes, Laura\_Review (2017)

-  Carnes, Laura\_Review (2018)
-  Carnes, Laura\_Review (2019)
-  Caslen, Robert\_CV
-  Caslen, Robert\_PD
-  Caslen, Robert\_Review (2020)
-  Catalano, John\_CV
-  Catalano, John\_PD
-  Catalano, John\_Review (2017)
-  Catalano, John\_Review (2018)
-  Catalano, John\_Review (2019)
-  Cataldo, Adrienne\_CV
-  Cataldo, Adrienne\_PD
-  Chandler, Tom\_CV
-  Chandler, Tom\_PD
-  Chandler, Tom\_Review (2018)
-  Chandler, Tom\_Review (2019)
-  Chapman, Sharon\_CV
-  Chapman, Sharon\_PD
-  Chapman, Sharon\_Reviews (2018-2019)
-  Christian, Karlee\_PD
-  Christian, Karlee\_Resume
-  Christian, Karlee\_Review (2018)
-  Christian, Karlee\_Review (2019)
-  Claypoole, Jack\_CV
-  Claypoole, Jack\_PD
-  Claypoole, Jack\_Review (2019)
-  Claypoole, Jack\_Review (2020)
-  Cole, Kenneth\_CV
-  Cole, Kenneth\_PD
-  Cole, Kenneth\_Review (2018)
-  Cole, Kenneth\_Review (2019)
-  Collins, Walter\_CV
-  Collins, Walter\_PD
-  Collins, Walter\_Review (2018)
-  Collins, Walter\_Review (2019)
-  Cox, Ron\_CV
-  Cox, Ron\_PD
-  Cox, Ron\_Review (2018)
-  Cox, Ron\_Review (2019)
-  Cutler, Stephen\_CV
-  Cutler, Stephen\_PD
-  Cutler, Stephen\_Review (2018)
-  Cutler, Stephen\_Review (2019)
-  Dean, Matthew\_CV
-  Dean, Matthew\_PD
-  Dean, Matthew\_Review (2018)
-  Dean, Matthew\_Review (2019)
-  Dozier, John\_CV
-  Dozier, John\_PD
-  Dozier, John\_Review (2019)
-  Dozier, John\_Review (2020)
-  Dry, Shana\_PD
-  Dry, Shana\_Resume
-  Dry, Shana\_Review (2017)
-  Dry, Shana\_Review (2018)
-  Dry, Shana\_Review (2019)
-  Dunleavy, Pam (Doran)\_Review (2019)
-  Dunleavy, Pam\_CV
-  Dunleavy, Pam\_PD
-  Dunleavy, Pam\_Review (2020)
-  Elkins, Susan\_CV
-  Elkins, Susan\_PD
-  Elkins, Susan\_Review (2018)
-  Elkins, Susan\_Review (2019)
-  Elkins, Susan\_Review (2020)

 Elliott, Will\_PD  
 Elliott, Will\_Resume  
 Emswiler, Jennifer\_CV  
 Emswiler, Jennifer\_PD  
 Emswiler, Jennifer\_Review (2019)  
 Faile, Buddy\_PD  
 Faile, Buddy\_Resume  
 Faile, Buddy\_Review (2018)  
 Faile, Buddy\_Review (2019)  
 Faulkenberry, Jonathan Blake\_Resume  
 Faulkenberry, Jonathan\_PD  
 Faulkenberry, Jonathan\_Review (2017)  
 Faulkenberry, Jonathan\_Review (2018)  
 Faulkenberry, Jonathan\_Review (2019)  
 Ford, Lacy\_CV  
 Ford, Lacy\_PD  
 Ford, Lacy\_Review (2018)  
 Ford, Lacy\_Review (2019)  
 Foster, Doug\_CV  
 Foster, Doug\_PD  
 Foster, Doug\_Review (2019)  
 Foster, Doug\_Review (2020)  
 Gabel, Joan\_CV  
 Gabel, Joan\_PD  
 Gabel, Joan\_Review (2016)  
 Gabel, Joan\_Review (2017)  
 Gabel, Joan\_Review (2018)  
 Gehlert, Sarah\_CV  
 Gehlert, Sarah\_PD  
 Gehlert, Sarah\_Review (2018)  
 Gehlert, Sarah\_Review (2019)  
 Gowan, Andrew\_CV  
 Gowan, Andrew\_Signed Offer Letter as PD  
 Greer, Michael\_CV  
 Greer, Michael\_PD  
 Greer, Michael\_Review (2018)  
 Greer, Michael\_Review (2019)  
 Grudzinski-Hall, Magdalena\_PD  
 Grudzinski-Hall, Magdalena\_CV  
 HR 1.36 Performance Evaluation for Classified and Unclassified Non-Academic Staff  
 Hadwin, Julie(Mary)\_Review (2014)  
 Hadwin, Julie(Mary)\_Review (2015)  
 Hadwin, Julie(Mary)\_Review (2016)  
 Hadwin, Julie(Mary)\_Review (2018)  
 Hadwin, Julie(Mary)\_Review (2019)  
 Hadwin, Julie\_CV  
 Hadwin, Julie\_PD  
 Haj-Hariri, Hossein\_CV  
 Haj-Hariri, Hossein\_PD  
 Haj-Hariri, Hossein\_Review (2018)  
 Haj-Hariri, Hossein\_Review (2019)  
 Hall, Les\_CV  
 Hall, Les\_PD  
 Hall\_Les\_Review (2018)  
 Hall\_Les\_Review (2019)  
 Hammond, Lisa\_CV  
 Hammond, Lisa\_PD  
 Hammond, Lisa\_Review (2017)  
 Hammond, Lisa\_Review (2018)  
 Hammond, Lisa\_Review (2019)  
 Hampton, Hayes\_CV  
 Hampton, Hayes\_PD  
 Hampton, Hayes\_Reviews (2018-2019)  
 Harding, Tayloe\_CV  
 Harding, Tayloe\_PD-Exec VP-Interim Provost

 Harding, Tayloe\_PD\_Music  
 Harding, Tayloe\_Review\_Music (2018)  
 Harding, Tayloe\_Review\_Music (2019)  
 Hatfield, Misty\_PD  
 Hatfield, Misty\_Resume  
 Hatfield, Misty\_Review (2018)  
 Heath, Cantey\_CV  
 Heath, Cantey\_PD  
 Heath, Cantey\_Review (2016)  
 Heath, Cantey\_Review (2019)  
 Heath, Cantey\_Review (2020)  
 Hickman, Wes\_CV  
 Hickman, Wes\_PD  
 Hickman, Wes\_Review (2016)  
 Holcombe, Robert (Bobby)\_CV  
 Holcombe, Robert (Bobby)\_PD  
 Holcombe, Robert (Bobby)\_Review (2018)  
 Holcombe, Robert (Bobby)\_Review (2019)  
 Houck, Jancy\_CV  
 Houck, Jancy\_PD  
 Houck, Jancy\_Review (2016)  
 Houck, Jancy\_Review (2017)  
 Houck, Jancy\_Review (2018)  
 Hummel, Alethia\_CV  
 Hummel, Alethia\_PD  
 Jackson, Cleveland (Tony)\_CV  
 Jackson, Cleveland (Tony)\_PD  
 Jackson, Cleveland (Tony)\_Review (2020)  
 Jeffords, Lisa\_Reviews (2018-2019)  
 Jeffords, Lisa\_CV  
 Jeffords, Lisa\_PD  
 Jenkins, Marjorie\_CV  
 Jenkins, Marjorie\_PD  
 Jenkins, Marjorie\_Review (2020)  
 Jett, Susan\_CV  
 Jett, Susan\_PD  
 Jett, Susan\_Review (2018)  
 Jett, Susan\_Review (2019)  
 Johnson, Daniel\_PD  
 Johnson, Daniel\_CV  
 Johnson, Daniel\_Review (2014)  
 Johnson, Daniel\_Review (2015)  
 Johnson, Daniel\_Review (2016)  
 Johnson, Daniel\_Review (2018)  
 Johnson, Daniel\_Review (2019)  
 July 11 2008 BoT Meeting Minutes  
 July 19 2019 BOT Meeting Minutes  
 Kelly, Brendan\_CV  
 Kelly, Sandra\_CV  
 Kelly, Sandra\_PD  
 Kelly\_Sandra\_Review (2018)  
 Kelly\_Sandra\_Review (2019)  
 Kirkland, Bill\_PD  
 Kirkland, Bill\_Review (2019)  
 Kirkland, Bill\_Review (2020)  
 Kirkland, William\_CV  
 Lardner, Pat\_CV  
 Lardner, Pat\_PD  
 Lardner, Pat\_Review (2019)  
 Lardner, Pat\_Review (2020)  
 Lee, Michele\_CV  
 Lee, Michele\_PD  
 Lee, Michele\_Review (2018)  
 Lee, Michele\_Review (2019)  
 Lekan, Todd\_CV

 Lekan, Todd\_PD  
 Love, Bryan\_Review (2018)  
 Love, C. Bryan\_CV  
 Love, C. Bryan\_PD  
 Love, C. Bryan\_Review (2019)  
 Love, C. Bryan\_Reviews (2013-2014-2015)  
 Lowell, Randy\_CV  
 Lowell, Randy\_PD  
 Lowell, Randy\_Review (2018)  
 Lowell, Randy\_Review (2019)  
 Lynn, Steve\_CV  
 Lynn, Steve\_PD  
 Lynn, Steve\_Review (2018)  
 Lynn, Steve\_Review (2019)  
 McNally, Tom\_CV  
 McNally, Tom\_PD  
 McNally, Tom\_Review (2018)  
 McNally, Tom\_Review (2019)  
 Meggie, Derrick\_PD  
 Meggie, Derrick\_Resume  
 Meggie, Derrick\_Review (2018)  
 Meggie, Derrick\_Review (2019)  
 Miller, Allen\_CV  
 Miller, Allen\_PD  
 Miller, Allen\_Review (2017)  
 Miller, Allen\_Review (2019)  
 Mobley Chavous, Tracey\_PD  
 Mobley Chavous, Tracey\_Resume  
 Mobley Chavous, Tracey\_Review (2017)  
 Mobley Chavous, Tracey\_Review (2018)  
 Mobley Chavous, Tracey\_Review (2019)  
 Nagarkatti, Prakash\_CV  
 Nagarkatti, Prakash\_PD  
 Nagarkatti, Prakash\_Review (2019)  
 Nagarkatti, Prakash\_Review (2020)  
 Nesmith, Chris\_CV  
 Nesmith, Chris\_PD  
 Nesmith, Chris\_Review (2018)  
 Nesmith, Chris\_Review (2019)  
 Oh, Haemoon\_CV  
 Oh, Haemoon\_PD  
 Oh, Haemoon\_Review (2018)  
 Oh, Haemoon\_Review (2019)  
 Oswald-Hensley, Anna\_Reviews (2018-2019)  
 Oswald-Hensley, Anna\_CV  
 Oswald-Hensley, Anna\_PD  
 Palmetto College  
 Parham, Terry\_CV  
 Parham, Walter (Terry)\_Review (2016)  
 Parham, Walter (Terry)\_Review (2019)  
 Parham, Walter (Terry)\_Review (2020)  
 Parham, Walter\_PD  
 Parks, Craig\_CV  
 Parks, Craig\_PD  
 Parks, Craig\_Review (2019)  
 Pastides, Harris\_CV  
 Pastides, Harris\_Review (2015)  
 Pastides, Harris\_Review (2016)  
 Pastides, Harris\_Review (2017)  
 Pastides, Harris\_Review (2018)  
 Pearson, Justin\_CV  
 Pearson, Justin\_PD  
 Pearson, Justin\_Review (2018)  
 Pearson, Justin\_Review (2019)  
 Pedersen, Jon\_CV

-  Pedersen, Jon\_PD
-  Pedersen, Jon\_Review (2018)
-  Pedersen, Jon\_Review (2019)
-  Perkins, Jeff\_PD
-  Perkins, Jeff\_Resume
-  Picariello, Damien\_CV
-  Picariello, Damien\_PD
-  Picariello, Damien\_Reviews (2018-2019)
-  Pitner, Ronald\_CV
-  Pitner, Ronald\_PD
-  Provost Office Organizational Chart
-  Pruitt, Dennis\_CV
-  Pruitt, Dennis\_PD
-  Pruitt, Dennis\_Review (2017)
-  Pruitt, Dennis\_Review (2019)
-  Pruitt, Dennis\_Review (2020)
-  Reichert, Tom\_CV
-  Reichert, Tom\_PD
-  Reichert, Tom\_Review (2018)
-  Reichert, Tom\_Review (2019)
-  Reisenauer, Eric\_CV
-  Reisenauer, Eric\_PD
-  Reisenauer, Eric\_Review (2014-2015-2016)
-  Reisenauer, Eric\_Review (2018-2019)
-  Review of the Provost
-  Rosdail, Lisa\_CV
-  Rosdail, Lisa\_PD
-  Rowe, Haley\_PD
-  Rowe, Haley\_Resume
-  Rowe, Haley\_Review (2019)
-  Rutledge, John\_CV
-  Rutledge, John\_PD
-  Simmons, Zachary Brock\_CV
-  Simmons, Zachary\_PD
-  Simmons, Zachary\_Review (2020)
-  Simpson, Brandon\_CV
-  Simpson, Brandon\_PD
-  Simpson, Brandon\_Review (2018)
-  Simpson, Brandon\_Review (2019)
-  Smith, Annie\_CV
-  Smith, Annie\_PD
-  Smith, Annie\_Review (2018)
-  Smith, Annie\_Review (2019)
-  Smith, Brian\_CV
-  Smith, Brian\_PD
-  Smith, Brian\_Review (2019)
-  Smith, James\_CV
-  Smith, James\_PD
-  Smith, James\_Review (2020)
-  Smith, Mike\_Review (2017)
-  Smith, Mike\_Review (2018)
-  Smith, Paul Michael\_PD
-  Smith, Paul Michael\_CV
-  Smith, Paul Michael\_Review (2014)
-  Smith, Paul Michael\_Review (2015)
-  Smith, Paul Michael\_Review (2016)
-  Sonntag, Michael\_CV
-  Sonntag, Michael\_PD
-  Sonntag, Michael\_Review (2018)
-  Sonntag, Michael\_Review (2019)
-  Sonntag, Michael\_Reviews (2015-2016)
-  South Carolina Code of Laws Title 8 Chapter 11
-  Stensland, Jeff\_CV
-  Stensland, Jeff\_PD
-  Stensland, Jeff\_Review (2017)



 Stensland, Jeff\_Review (2018)  
 Student Affairs Organizational Chart  
 Tanner, Ray\_CV  
 Tanner, Ray\_PD  
 Tanner, Ray\_Review (2019)  
 Tanner, Ray\_Review (2020)  
 Tate, William\_CV  
 Tate, William\_PD  
 Thomas, Larry\_CV  
 Thomas, Larry\_PD  
 USC Columbia Organizational Chart  
 USC Lancaster Organizational Chart  
 USC Salkehatchie Organizational Chart  
 USC Sumter Organizational Chart  
 USC Union Organizational Chart  
 Van Bulck, Hendrikus\_CV  
 Van Bulck, Hendrikus\_PD  
 Van Bulck, Hendrikus\_Reviews (2018-2019)  
 Walsh, G.\_CV  
 Walsh, Gayle\_PD  
 Walsh, Gayle\_Review (2017)  
 Walsh, Gayle\_Review (2019)  
 Walton, Ed\_CV  
 Walton, Ed\_PD  
 Walton, Ed\_Review (2019)  
 Walton, Ed\_Review (2020)  
 Weissmann, Kristopher\_CV  
 Weissmann, Kristopher\_PD  
 Weissmann, Kristopher\_Reviews (2018-2019)  
 Wilcox, Rob\_PD  
 Wilcox, Robert\_CV  
 Wilcox, Robert\_Review (2018)  
 Wilcox, Robert\_Review (2019)  
 Williams, Julian\_CV  
 Williams, Julian\_PD  
 Williams, Marchetta\_CV  
 Williams, Marchetta\_PD  
 Williams, Marchetta\_Reviews (2018-2019)  
 Williamson, Matt\_PD  
 Williamson, Matt\_Resume  
 Wright, Charles\_CV  
 Wright, Charles\_PD  
 Wright, Charles\_Reviews (2018-2019)  
 Youkey, Jerry\_CV  
 Youkey, Jerry\_PD  
 Youkey, Jerry\_Review (2018)  
 Youkey, Jerry\_Review (2019)