

FALL 2022 PROVOST'S RETREAT

September 2, 2022
Russell House Ballroom



INTRODUCTIONS

Donna Arnett

Executive Vice President for Academic Affairs and Provost



WELCOMING REMARKS

Michael D. Amiridis

President



UNIVERSITY OF
South Carolina

CLASS AND COMPENSATION STUDY

Caroline Agardy

Vice President for Human Resources



TODAY'S WORKFORCE CHALLENGES

The Great Resignation

Quiet Quitting

Remote Work

Work/Life Balance

Mental Health

Child Care

Flexible Work Arrangements

Talent Shortage

Equity

Resilience at Work

Inflation Outpaces Wage Increases

Reproduction Rights

Millennials Turn 40

Increased ADA Accommodations

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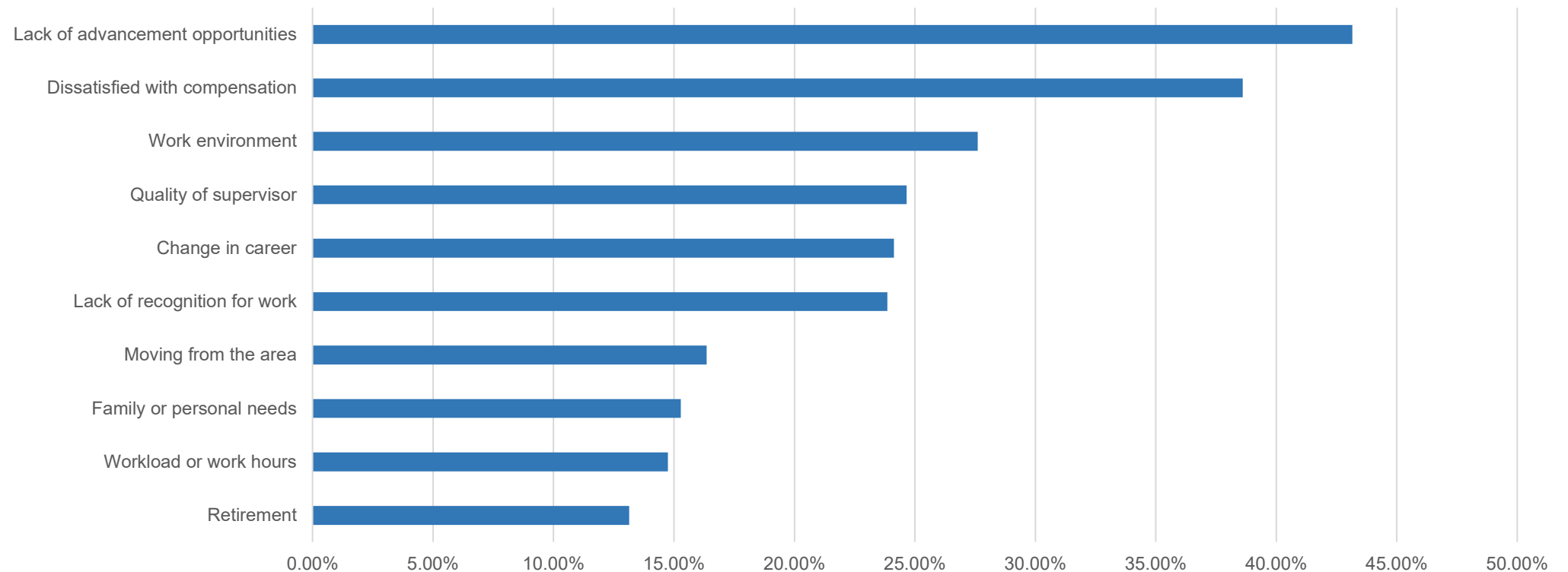
Millennials Turn 40

Increased ADA Accommodations

REASONS FOR LEAVING A USC JOB

FY 2021-2022

482 out of 955 responses; 50.47% completion rate



STAFF CLASSIFICATION AND COMPENSATION STUDY

WHY?

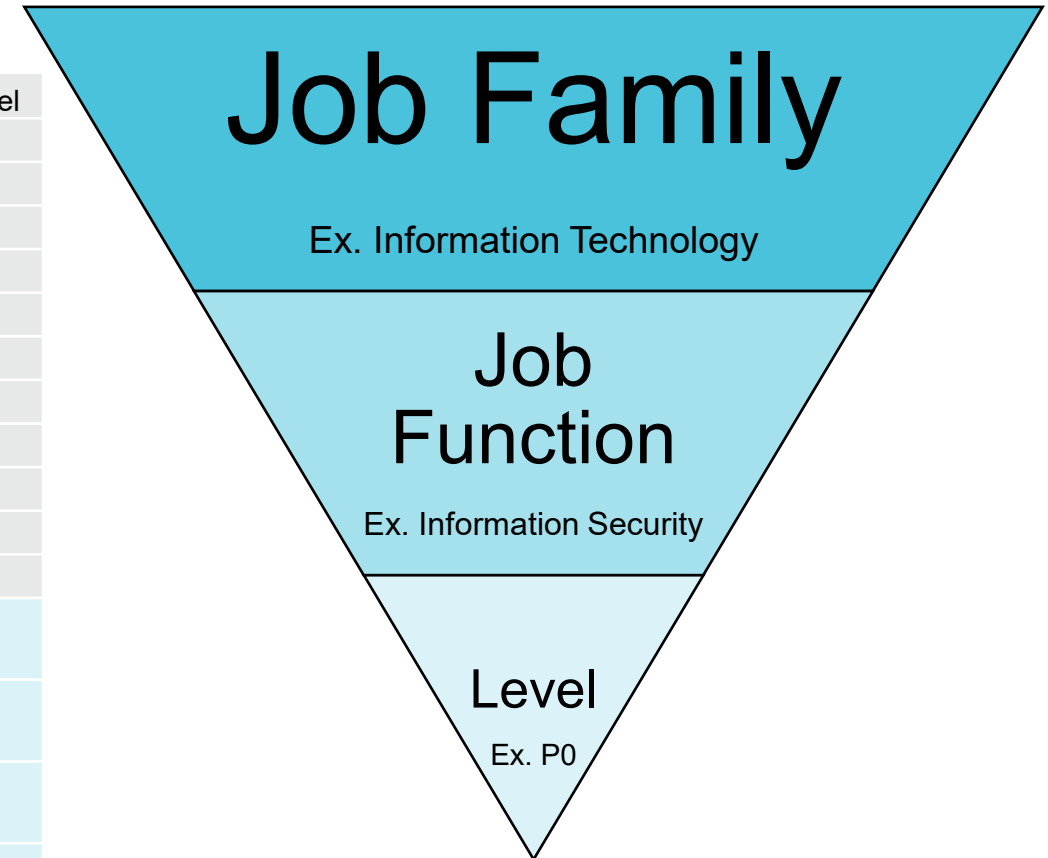
- Externally Competitive
- Market Driven Structure
- Equitable and Fair Pay
- Create More Career Paths
- Create Efficiencies in our Processes
- Compliance

DESIGN

- **Pay Philosophy** – develop a pay philosophy and more transparent approach to compensation
- **Job Analysis** – identifying positions that perform substantially similar work
- **Job Alignment** – aligning positions into job families, creating new job function descriptions within the consolidated job families, job specific titles, and organizing by the level of responsibility and scope within a job to create career paths

JOB ALIGNMENT EXAMPLE

Job Family	Job Function	Sample Job Titles	Job Level
Administrative Support	Administrative Services	Receptionist	A0
Administrative Support	Administrative Services	Administrative Assistant I	A0
Administrative Support	Administrative Services	Administrative Assistant II	A1
Administrative Support	Administrative Services	Administrative Assistant III	A2
Administrative Support	Administrative Services	Office Manager	M1
Administrative Support	Administrative Services	Administrative Coordinator I	P0
Administrative Support	Administrative Services	Administrative Coordinator II	P1
Administrative Support	Administrative Services	Administrative Manager I	M1
Administrative Support	Administrative Services	Administrative Manager II	M2
Administrative Support	Administrative Services	Executive Assistant I	A3
Administrative Support	Administrative Services	Executive Assistant II	A4
Information Technology	Information Security	IT Security Analyst I	P0
Information Technology	Information Security	IT Security Analyst II	P1
Information Technology	Information Security	IT Security Analyst III	P2
Information Technology	Information Security	IT Security Manager	M2



MARKET ANALYSIS

- **Market Pricing** – benchmarking jobs with those in the market
- **Market Ranges** – creating more narrow pay ranges
- **Minimum Qualifications** – revising our job requirements to be more in line with the market so we can have expanded applicant pools

COMPARISON OF STRUCTURES

Current

- 10 Pay Bands
- 85% wide
- Broad Classifications

New

- 20+ Pay Ranges
- 50% wide
- Job Specific Titles
- Midpoint is close to market

RECOMMENDATIONS TO THE PRESIDENT

- **Phased-in approach to implementation**
 - **Move employees to the new job titles**
 - **Update advertised vacancies to reflect the broader minimum qualifications**
 - **Implement new ranges and increase salaries of employees below the new market ranges to the minimum of the range**

RECOMMENDATIONS TO THE PRESIDENT

- **Considerations for prioritizing a phased-in approach to other employee raises**
 - **Based on turnover and critical need of different occupational groups**
 - **Individual adjustments based on performance and percent to market**
 - **Availability of funding**

QUESTIONS ?

THANK YOU

Caroline Agardy

Vice President for Human Resources





RESEARCH UPDATE

Julius Fridriksson, Vice President for Research



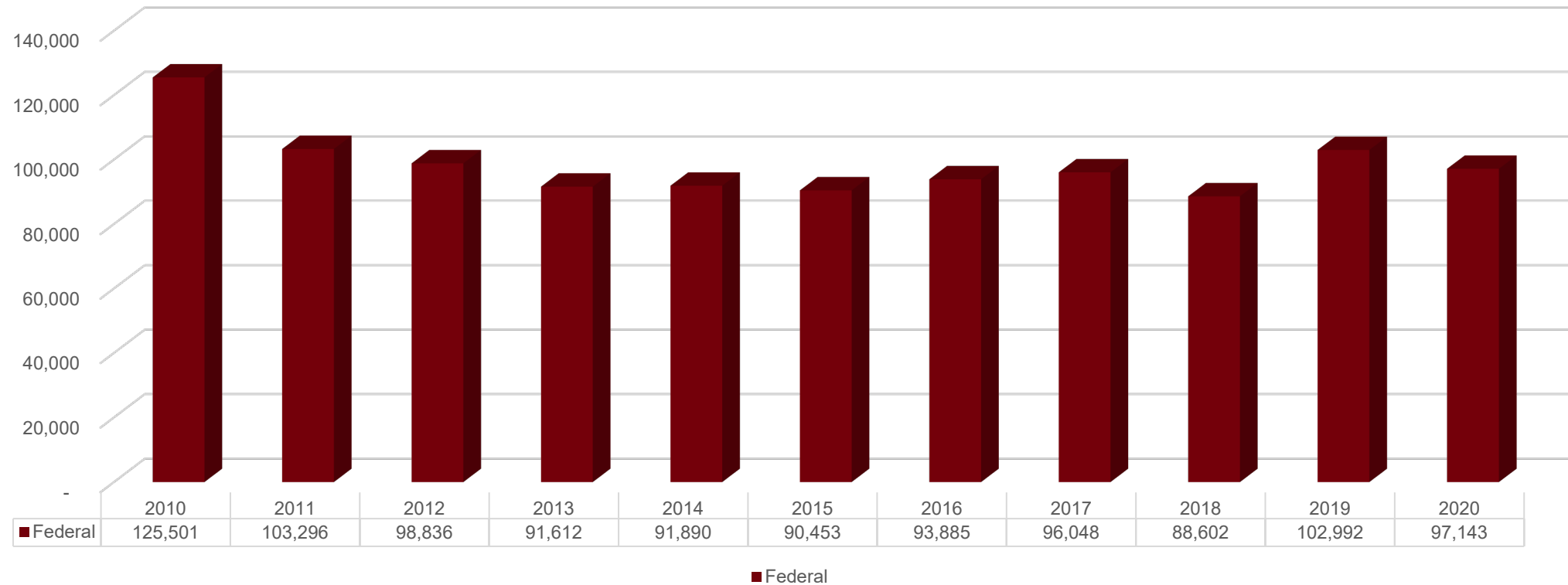
PROPEL RESEARCH MENTORSHIP PROGRAM

After last year's successful launch, the second cohort of the Propel Research Mentorship Program kicked off last week with:

- 53 early career faculty participants
 - 15 NSF track
 - 38 NIH track
 - Representing nine UofSC Columbia colleges, SOM Columbia and three system campuses (Aiken, Salkehatchie and Upstate)
- Propel mentees will receive intensive mentoring and meet for workshops throughout the academic year, then submit their proposals to targeted funding agencies at the end of the program.

FEDERAL RESEARCH EXPENDITURES

UofSC HERD Federal Expenditures FY2010 - FY2020



ARTIFICIAL INTELLIGENCE: GAME CHANGER OR GAME OVER?

Please join us for a stimulating and timely panel discussion on the ethical implications of AI, featuring UofSC research superstars:

- **Forest Agostinelli**, College of Engineering and Computing
- **Orgul Ozturk**, Darla Moore School of Business
- **Jane Roberts**, College of Arts and Sciences
- **Bryant Walker Smith**, School of Law

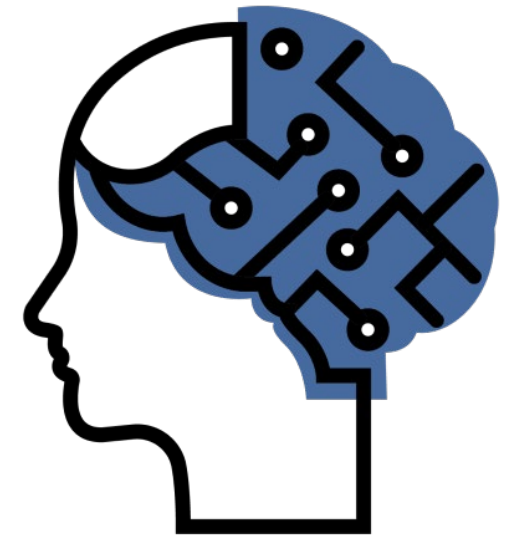
Artificial Intelligence: Game Changer or Game Over?

Thursday, October 6, 2022

6:00 p.m. to 7:30 p.m.

Darla Moore School of Business, W.W. Hootie Johnson Hall

Visit event.sc.edu/AIPanel for registration and complete details.





UNIVERSITY OF
South Carolina

Office of Research

Julius Fridriksson

Vice President for Research

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FINANCIAL AFFAIRS

Ed Walton

Executive Vice President for Administration and Chief Financial Officer



COUNCIL OF ACADEMIC DIVERSITY OFFICERS OVERVIEW & UPDATES

Coretta Jenerette PhD, RN

College of Nursing

Professor

Associate Dean for Diversity, Equity, &
Inclusivity

Toni M. Torres-McGehee PhD, ATC

Arnold School of Public Health

Associate Professor

Associate Dean for Diversity, Equity, & Inclusion

Provost's Retreat 2022



UNIVERSITY OF
South Carolina

Academic Diversity Officers Bring Collaboration, Specific Focus to Campus DEI Work

By Mariah Stewart - June 27, 2022

“THE ACADEMIC DIVERSITY OFFICER IS PRIMARILY FOCUSED ON THEIR PARTICULAR COLLEGE OR SCHOOL, AND THAT SPECIFIC FOCUS ALLOWS THEM TO REALLY LEAD SOME TRANSFORMATIVE WORK IN THAT UNIT BECAUSE THEY DON’T HAVE TO WORRY ABOUT WHAT’S HAPPENING MORE BROADLY ON CAMPUS OR ON OTHER CAMPUSES.”

JULIAN WILLIAMS



SAMPLE OF RECOMMENDATIONS FOR ADO

- Be at the rank of Associate Professor or equivalent
- Minimum of 50% dedicated effort to AD-DEI role
- Allocated a 12-month contract or equivalent
- Access to at least 50% administrative support for DEI work
- Report to the unit dean or equivalent administrator
- Provided an annual line-item budget
- Compensation (appropriate salary **and** workload)
- Support of DEI committee

FOR SOUTH CAROLINA: A PATHWAY TO EXCELLENCE

STRATEGIC PRIORITIES

1 THE BEST STUDENTS

2 WORLD-CLASS FACULTY AND STAFF

3 OUTSTANDING RESEARCH

4 INCREASE DIVERSITY

5 AFFORDABILITY AND ACCESSIBILITY

6 COMMUNITY PARTNERSHIPS

7 EXCELLENT INFRASTRUCTURE

8 WIN WITH CHARACTER

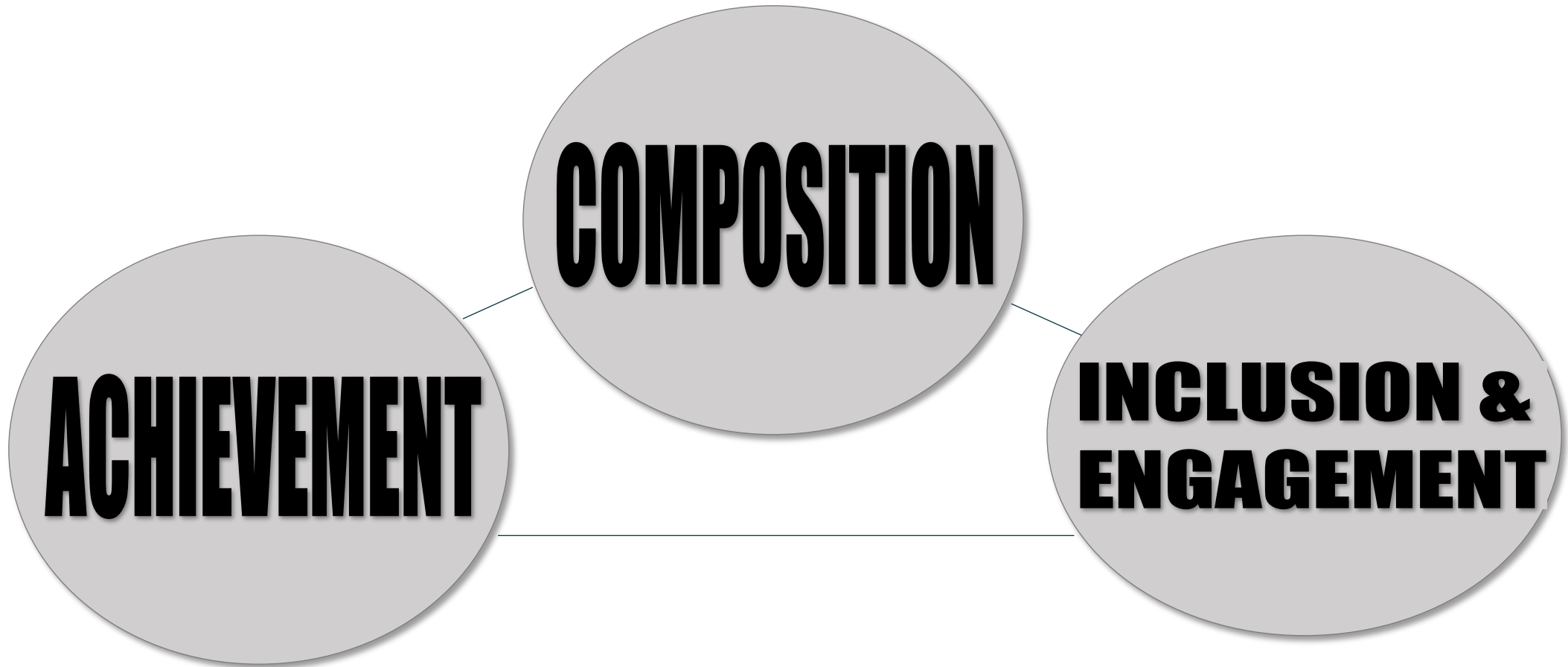


UofSC's STRATEGIC PLAN: *FOR SOUTH CAROLINA - A PATH TO EXCELLENCE*

STRATEGIC PLAN PRIORITY 4

Cultivate a more diverse, equitable and inclusive campus culture where every individual, regardless of background, has the full opportunity to flourish and thrive.

UofSC'S INCLUSIVE EXCELLENCE STRATEGY



UofSC'S INCLUSIVE EXCELLENCE STRATEGY

COMPOSITION

Goal: Improve the relative racial/ethnic and gender representation of our student body, staff and faculty

1. Align student population with diversity of our state
2. Ensure professional/administrative staff reflects diversity of our state
3. Transform full-time faculty to be in closer alignment with diversity of student body

UofSC'S INCLUSIVE EXCELLENCE STRATEGY

ACHIEVEMENT

Goal: Ensure that there is equity for all students and staff and faculty members across key measures of success.

1. Improve academic outcomes for students from underrepresented, low-income and other marginalized groups
2. Ensure transparent, better and more equitable outcomes for all staff members
3. Ensure transparent, better and more equitable outcomes for all faculty members

UofSC'S INCLUSIVE EXCELLENCE STRATEGY

ENGAGEMENT & INCLUSION

Goal: Create, promote, support and assess a campus culture/climate that embodies our Carolinian Creed and makes every member of our university community feel that they are valued and affirmed.

1. Increase engagement of entire campus community
2. Improve sense of inclusion and belonging for everyone

SPRING 2022 RETREAT



SHARED EQUITY LEADERSHIP FRAMEWORK

- Collaboration with the American Council on Education
- Distributed leadership model
- Will allow CADO members to:
 - Address unmet professional development needs
 - Provide shared knowledge base from which officers can operate
 - Deepen UofSC's capacity to accomplish its equity goals

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CADO MEMBERS





THANK YOU!

QUESTIONS???

CLOSING REMARKS

Donna Arnett

Executive Vice President for Academic Affairs and Provost

