



ABOUT THE COLLEGE—BY THE NUMBERS

- 26+ schools, departments, and academic programs
- 107 degree programs (44 Bachelor's, 39 Master's, and 19 Doctoral)
- 9,500 undergraduates (22.4% first-generation, 27% historically underrepresented, 28% Pell Grant recipients)
- 900+ graduate students (65% doctoral)—127 masters and 79 doctoral degrees earned in 2022
- 450 tenured and tenure-track faculty (a 5% drop over the past 3 years)
- 150+ professional track faculty
- 31 American Association for the Advancement of Science (AAAS) fellows
- \$32 million received in federal grants and \$38.5 million overall extramural awards in 2022
- 81,000 living CAS alumni, more than half living in South Carolina

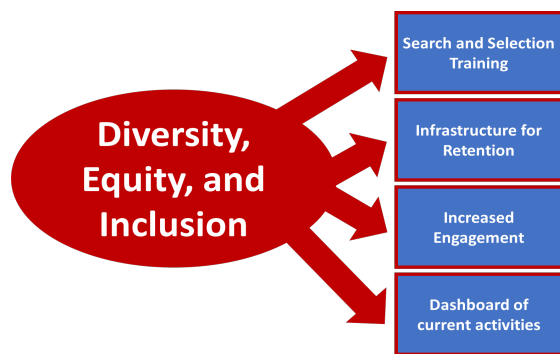
GOALS

Goal 1: Integrate Diversity, Equity and Inclusion across the College of Arts and Sciences with the aim of inclusive excellence.

AY 2023 Accomplishments: To increase recruitment and retention of diverse students, faculty, and staff, the College created a Vice Dean for Diversity, Equity and Inclusion position. Under this new leadership, the College has (1) created new search and selection guidelines to increase diversity throughout the hiring process, (2) established the Faculty of Color Network to facilitate

the retention and success of historically underrepresented faculty, (3) hosted an Equity and Inclusion Summit on environmental justice, engaging over 150 attendees from the university and beyond, (4) led a summer youth program for graduating seniors accepted into the USC class of 2024, and (5) developed a suite of online diversity resources for faculty, staff, and students addressing inclusive language, digital accessibility, and multigenerational workspaces. In addition, the

College established two new tenure-granting units in Women and Gender Studies (WGST) and African American Studies (AFAM) whose faculty are leaders in research areas that are essential to understanding, creating, and supporting more diverse, equitable, and inclusive spaces across all aspects of society.



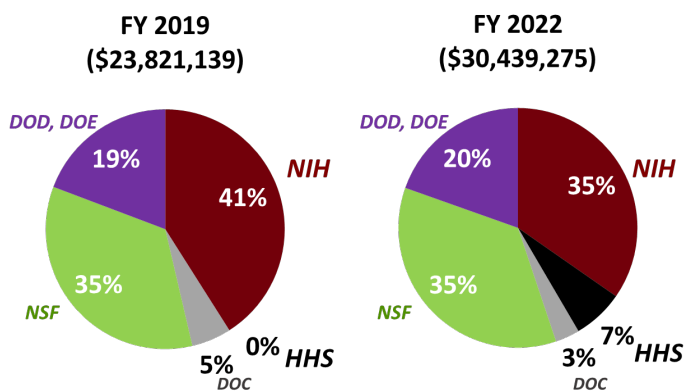


AY 2024 Objectives:

- Develop additional search and selection guidelines to increase potential for diversity at each stage of the recruitment cycle,
- Establish mentoring infrastructures to increase faculty retention, including the new Bridge to Faculty Fellowship program,
- Proceed with planned TT faculty cluster hire focused on the intersection of race, gender, and health,
- Promote and increase engagement in CAS-wide diversity efforts, including creating unit level DEI committees,
- Develop a public engagement dashboard to track initiatives, events, collaborations, and partnerships,
- Increase efforts to grow longstanding community and donor relationships,
- Support WGST and AFAM as they implement new T&P standards and develop plans for growth; support WGST in 50th anniversary year.

Goal 2: Engage in transformative research and creative achievement by supporting an outstanding faculty and a dynamic, well-trained staff.

AY 2023 Accomplishments: Since FY 2019, CAS faculty has increased extramural grant funding by almost 30%. To provide increased pre-award support, the College has expanded its



extramural grants team and created a new Assistant Dean for Strategic Advancement to facilitate large grant proposals and increase applications from the Arts, Humanities, and Social Sciences. In 2023, College faculty received the University’s first grant (\$500,000) from the prestigious Mellon Foundation, the nation’s largest funder of the arts, culture, and humanities. At the same time, for the second

consecutive year, the College increased the number of federal grant applications, awards, and dollars received, meeting one of our primary goals for the academic year.



AY 2024 Objectives:

- Increase extramural grants awards by 10%,
- Leverage internal grant and initiative support to increase external grant applications,
- Increase extramural grant applications from arts, humanities, and social sciences faculty,
- Increase collaborative funding applications in the natural and social sciences,
- Recruit 75% of top-ranked candidates in our faculty searches with competitive startup packages,
- Retain top faculty with targeted, proactive retention packages,
- Increase faculty participation in development programs (junior, mid-career, faculty of color, etc.) by 10%,
- Recognize faculty success with more intentional and directed nomination and award processes, particularly for regional and national awards.

Goal 3: Provide innovative, relevant, and impactful educational experiences for undergraduate students.

AY 2023 Accomplishments: For AY 2023, the College had a number of very concrete goals as we sought to improve the undergraduate student experience. Prime among these was a focus on student advising. In AY 23, we made great strides and are on a path to achieving our long-term objective of ensuring consistent, high-quality advising to all students. Notably, this past year, we improved advising caseloads and quality by hiring four new University Academic Advisors. The College has also worked closely with the University Advising Center to develop a comprehensive plan to move to a four-year advisement model within the next 18 months. Second, to meet enrollment demands, improve teaching consistency, ensure institutional responsibility, and reduce bottlenecks for students across the University, the College hired over 60 full-time professional track faculty and worked hard to mentor and integrate these new faculty into the College. In addition, in Fall 2022, the College developed new policies for professional faculty review and promotion. In Spring 2023, the College markedly increased the salaries of more than 70 professional track faculty in line with University-wide efforts. Third, to ensure best practices in online teaching and course design, the College set up a Distributed Learning Advisory Board to review current offerings and generate recommendations. Fourth, to reduce barriers for degree progression, the College improved entry-level STEM courses, launched a new math placement exam, renovated state-of-the-art Biology lab spaces, and hired new faculty in Physics to implement an evidence-based Studio Physics approach for introductory courses. Finally, the new Neuroscience degree program has already attracted 132 majors and is currently showing an 80% increase in freshman enrollment for the upcoming year.

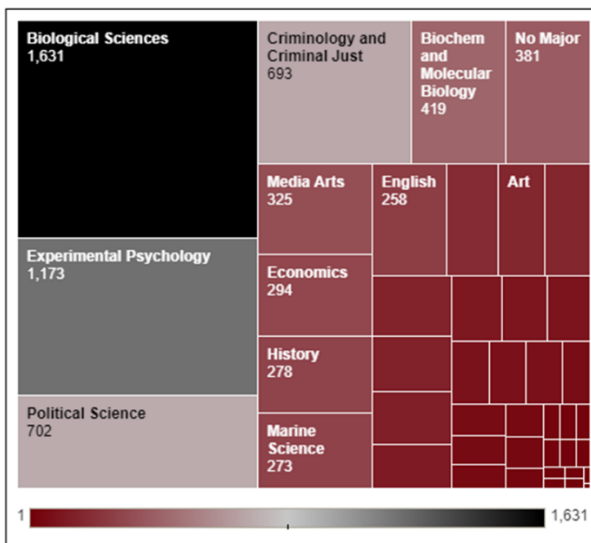


AY 2024 Objectives:

- Improve Beyond the Classroom Experiences and develop research opportunities for CAS undergraduates in all areas, including recruiting a first-ever Director of Experiential Learning and Internships to prepare CAS majors for career and graduate-school pathways beyond graduation,
- Develop new majors in Data Science and Data Analytics and a minor in Forensic Science,
- Facilitate new online courses and degree programs in high-impact areas,
- Develop 2+2 degree pathways in high-demand majors for 2-year institutions with high transfer rates to the University (with a goal of 8-10 new agreements within the next three years),
- Streamline degree pathways for military students following State Task Force recommendations,
- Review and improve CAS unit curricula to ensure clear, streamlined pathways to graduation,
- Update College and department websites to ensure accessible, up-to-date information on degrees and majors, including updated student, faculty, and alumni testimonials,
- Provide accurate DegreeWorks audits for every CAS major.

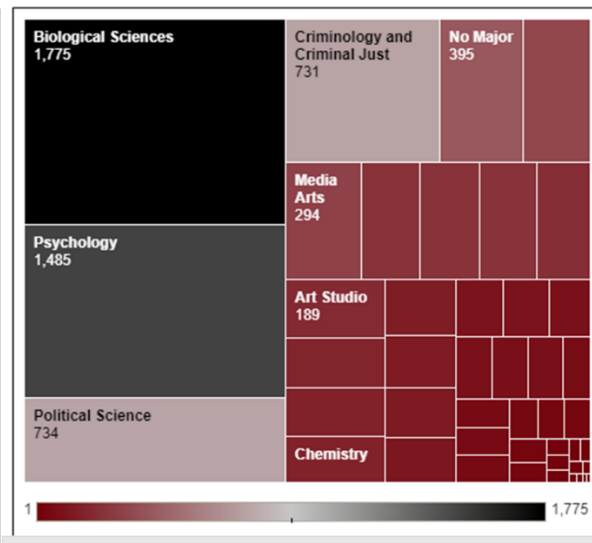
Headcount by Major

Size and color of rectangles show relative headcount



Headcount by Major

Size and color of rectangles show relative headcount



2019-2020 versus 2022-2023 majors

From EAB Academic Analytics



Goal 4: Recruit, train, and support a diverse cohort of outstanding graduate students.

AY 2023 Accomplishments: In conjunction with the College, individual units have increased applications and student diversity by reducing application barriers (GRE, fee waivers, etc.). The College's program of targeted recruitment and competitive stipend awards have measurably increased acceptance by top candidates. Over 18% of CAS graduate students now identify as being from historically underrepresented groups, an increase of 5% over pre-pandemic levels. At the same time, graduate student stipend levels continue to be far too low across the board in the College. The challenge is identifying sustainable ways to increase graduate student stipends in light of multiple budgetary priorities.

AY 2024 Objectives:

- Increase acceptance rate among cohort of top graduate applicants,
- Assess current stipends relative to peer and peer-aspirants,
- Develop plans for supporting regionally and nationally competitive graduate stipends,
- Develop strategies for increasing 4-6 year graduation rates of PhD candidates,
- Increase graduate student diversity by 10%,
- Explore online accessibility in targeted MA programs,
- Develop partnership with placement center for better ways to capture placement data,
- Increase support for non-traditional career pathways for doctoral students.