



Michael D. Amiridis  
President

February 23, 2023

Rusty Monhollon, President and Executive Director  
SC Commission on Higher Education  
1122 Lady Street, Suite 300  
Columbia, SC 29201

Dear Rusty,

The University of South Carolina (USC) System includes eight campuses and 20 individual sites for course delivery. The USC System employs approximately 17,238 people and educates more than 51,000 students from the Palmetto State and across the globe. The goal of our System's Diversity, Equity and Inclusion (DEI) efforts is to maintain a welcoming environment where every member of the System community can thrive.

Our System campuses are home to students, faculty, and staff from many underrepresented groups, including various ethnic and cultural backgrounds, members of the LGBTQ community, and military veterans. In addition, USC System campuses enroll thousands of low-income and first-generation students. We are proud of the diversity across our campuses. Diversity, equity, and inclusion make USC System campuses attractive destinations for many to learn, work, and prosper.

Our DEI efforts not only foster a culture of caring but also help individuals become more connected with the larger campus community. Rigorous empirical research on student retention and academic success at U.S. colleges and universities indicates a strong, positive correlation between students' "sense of belonging" and their social and academic prosperity. The USC System is recognized nationally for the progression and completion of its diverse student body:

- USC Columbia earned the #1 spot among all public universities for its first-year student experience (*U.S. News & World Report*).
- USC Columbia's six-year graduation rate is about 20 percent higher than the national average, placing it among the Top 10 percent for public universities.
- The USC System enrolls and graduates more African-American and minority students than any other institution in South Carolina.
- USC's Columbia, Aiken, and Upstate campuses are nationally recognized as top destinations for veterans, and the Columbia campus is ranked the #1 college in the country for veterans and military service members (*Military Times*).

These achievements would not be possible without a commitment to embrace diversity and to make every member of our respective campus communities feel at home. As requested, the attached document details the USC System's DEI expenditures by campus. Please contact me if you have additional questions about our efforts.

Sincerely,

Michael D. Amiridis

**USC SYSTEM DIVERSITY EQUITY AND INCLUSION  
RESPONSE TO CHE 2/7/2023 REQUEST**

College/University Name:	Columbia		Aiken		Beaufort		Upstate	
	Amount	Comments (Optional)	Amount	Comments (Optional)	Amount	Comments (Optional)	Amount	Comments (Optional)
<b>1</b> Total number of administrative/non-teaching positions in offices/programs that support or are associated with what is commonly referred to as "DEI" including part-time or less than full-time positions	12.56	FTE	2.00	FTE	-	FTE	3.20	FTE
<b>2</b> Total (not individual) salaries of offices/programs that support or are associated with what is commonly referred to as "DEI" including part-time or less than full-time salaries	\$ 1,475,716		\$ 110,390		\$ -		\$ 302,671	
<b>3</b> Total operating costs (separate from salaries) of these offices/programs that: support or are associated with what is commonly referred to as "DEI"	\$ 227,696		\$ 10,000		\$ 2,900		\$ 31,824	
<b>4</b> Training costs that support or are associated with what is commonly referred to as "DEI"	\$ 20,000		\$ -		\$ 6,165		\$ -	
<b>Total 2, 3 &amp; 4</b>	<b>\$ 1,723,412</b>		<b>\$ 120,390</b>		<b>\$ 9,065</b>		<b>\$ 334,495</b>	
<b>5</b> Five highest salaries at your institution in offices/programs with these programs that support or are associated with what is commonly referred to as "DEI" including part-time or less than full-time salaries	\$263,937 \$194,005 \$160,000 \$56,907 \$50,302		\$ 70,480		N/A	No one is 100% DEI.	N/A	No one is 100% DEI.