



**SOUTH CAROLINA REVENUE AND FISCAL AFFAIRS OFFICE**  
**STATEMENT OF ESTIMATED FISCAL IMPACT**  
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*This fiscal impact statement is produced in compliance with the South Carolina Code of Laws and House and Senate rules. The focus of the analysis is on governmental expenditure and revenue impacts and may not provide a comprehensive summary of the legislation.*

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<b>Bill Number:</b>	S. 0538	Introduced on February 15, 2023
<b>Author:</b>	Kimbrell	
<b>Subject:</b>	Tenure	
<b>Requestor:</b>	Senate Education	
<b>RFA Analyst(s):</b>	Tipton	
<b>Impact Date:</b>	February 5, 2024	

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### **Fiscal Impact Summary**

This bill requires all state public institutions of higher learning to establish a tenure review process for each tenured faculty member. Under the bill, this process must be conducted by a tenure review board comprised of faculty members of the institution and must occur once every five years after a faculty member has gained tenure. Institutions of higher learning must submit their tenure review process to the Commission on Higher Education (CHE) for approval at the beginning of each academic year.

This bill will increase expenditures for CHE by approximately \$10,000 in FY 2024-25 to provide additional staff compensation for the development and implementation of the annual tenure approval process. CHE indicated that this will be managed using existing General Fund appropriations.

Based on feedback from Clemson University (Clemson), the Medical University of South Carolina (MUSC), Coastal Carolina University (CCU), Lander University (Lander), and Francis Marion University (FMU), this bill will have minimal impact that can be managed within the existing budgets of the state institutions of higher learning. Each institution that provided a response indicated that tenure review is either currently incorporated in the annual faculty evaluation process or will be implemented using existing resources. CCU reported that adjustments to faculty compensation and additional administrative expenses may be results of the bill but would be managed within the university's current budget.

### **Explanation of Fiscal Impact**

#### **Introduced on February 15, 2023**

#### **State Expenditure**

This bill requires all state public institutions of higher learning to establish a tenure review process for each tenured faculty member. Under the bill, this process must be conducted by a tenure review board comprised of faculty members of the institution and will occur once every five years after a faculty member has gained tenure. Institutions of higher learning must submit their tenure review process to CHE for approval at the beginning of each academic year.

**Commission on Higher Education.** CHE indicated that the additional workload required to develop processes and procedures for annual tenure review approval for each institution of higher learning will result in an increase in agency expenses. According to CHE, this bill will increase expenditures related to staff compensation by approximately \$10,000 in FY 2024-25, which will be managed using existing General Fund appropriations.

**State Institutions of Higher Learning.** Based on feedback from Clemson, MUSC, CCU, Lander, and FMU, tenure review is either currently incorporated in the annual faculty evaluation process or will be implemented using existing staff and resources. CCU reported that adjustments to the university's compensation policy would be necessary as a result of the bill's five-year tenure review requirement and that additional administrative costs may be incurred but would be managed within the university's existing budget. Therefore, this bill will have a minimal impact that can be managed within the existing budgets of the state institutions of higher learning.

**State Revenue**

N/A

**Local Expenditure**

N/A

**Local Revenue**

N/A



Frank A. Rainwater, Executive Director