



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.

Bill Number: H. 4761 Introduced on January 13, 2026
Subject: Public University and College Faculty Annual Performance Evaluations
Requestor: House Education and Public Works
RFA Analyst(s): Tipton
Impact Date: January 23, 2026

Fiscal Impact Summary

This bill requires state institutions of higher learning to establish an annual performance evaluation policy for all faculty members as well as a post-tenure review process to occur no less than once every six years for every tenured faculty member. The bill establishes requirements of institutions of higher learning to manage non-performing faculty members and requires each institution to annually affirm compliance with the section to the Chairman of the Senate Education Committee, Chairman of the House Education and Public Works Committee, and Chairman of the Commission on Higher Education (CHE).

This bill will have no expenditure impact on CHE, as overseeing compliance with the bill's requirements by the institutions of higher learning will take place under normal agency operations.

This bill is not expected to have a significant expenditure impact for Clemson University (Clemson), the Medical University of South Carolina (MUSC), Coastal Carolina University (CCU), the College of Charleston (CofC), Winthrop University (Winthrop), Lander University (Lander), and the Citadel College (Citadel), based on responses from these institutions. MUSC, CCU, Winthrop, and Lander all indicate that existing performance and post-tenure review procedures are in place and the institution is in compliance with the requirements of the bill. The University of South Carolina (USC) states that the bill will have an undetermined expenditure impact pending further review and may involve adjustments to existing administrative processes including faculty management systems, central review functions, and related support activities.

This bill is not expected to have an expenditure impact on the Technical College System (Tech System). The Tech System indicates that the requirements of the bill align with current evaluation practices for full-time faculty.

Explanation of Fiscal Impact

Introduced on January 13, 2026

State Expenditure

This bill requires state institutions of higher learning to establish an annual performance evaluation policy for all faculty members as well as a post-tenure review process for every

tenured faculty member. The annual faculty performance evaluation as well as the post-tenure review process must be reviewed by the institution's president in consultation with the provost no less than every five years, with any policy updates requiring approval by the institution's board of trustees. Performance evaluations and post-tenure review must utilize criteria listed in the bill, including teaching, research, service, administration, and any other categories as determined by the institution. The bill requires that the post-tenure review process occurs no less than once every six years after the faculty has gained tenure and that the process may not exceed a period of nine months for each faculty member. The bill sets guidelines for cases in which tenured faculty subsequently accepts an administrative position or in cases in which a tenured faculty member does not meet performance expectations. The bill provides that state institutions may initiate a termination for cause of a faculty member at any time and lists reasons that may result in the causal termination of a faculty member.

The bill requires institutions of higher learning to provide a joint letter signed by the institution's president and board chair before November fifteenth of each year affirming that the institution is in compliance with the annual performance review requirements as well as post-tenure review process to the Chairman of the Senate Education Committee, Chairman of the House Education and Public Works Committee, and Chairman of CHE.

Commission on Higher Education. CHE reports that this bill will have no resulting expenditure impact, as overseeing compliance with the bill's requirements by the institutions of higher learning will take place under normal agency operations.

State Institutions of Higher Learning. This bill is not expected to have a significant impact on Clemson, MUSC, CCU, CofC, Winthrop, Lander, and the Citadel, based on responses from these institutions. MUSC, CCU, Winthrop, and Lander all indicate that existing performance and post-tenure review procedures are in place and the institution is in compliance with the requirements of the bill. USC states that the bill will have an undetermined expenditure impact pending further review and may involve adjustments to existing administrative processes including faculty management systems, central review functions, and related support activities at the college and department levels. These activities may entail additional administrative coordination associated with faculty review and reporting.

Technical College System. The Tech System indicates that the requirements of the bill align with current evaluation practices for full-time faculty and will have no expenditure impact on the system.

State Revenue

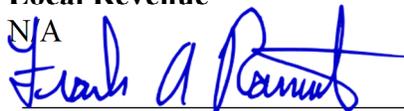
N/A

Local Expenditure

N/A

Local Revenue

N/A



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