

President and President's Cabinet Appointments & Evaluations			
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Purpose: To insure employment of the President and President's Cabinet members of Tusculum College is in compliance with the Fair Labor Standards Act, IRS regulations, all state and federal laws and insurance liability requirements. Also to insure that a formal evaluation of performance is conducted once a year on the President and at least biennially on the Cabinet members.

Applies to: President and President's Cabinet members (Provost/Academic Vice President, Vice President/Chief Financial Officer, Vice President for Institutional Advancement, Vice President for Enrollment Management, and Athletic Director)

Policy: President

In keeping with the mission of Academic excellence and the qualities of Judeo-Christian character, the President of the College shall be appointed by the Board of Trustees for a specified period of time as may be determined by the Board. Any person hired as President of Tusculum College must believe in the fundamental doctrines of the Protestant Christian faith.

The Bylaw (Tusculum College Bylaws, Article II, Power and Duties of the Board of Trustees, p, 1) indicates that the Board of Trustees of Tusculum College clearly governs the selection of the President. In the event of a vacancy in the Office of the President, or in the event of the President's inability to fulfill duties, the Board may appoint Acting or Interim President and may appoint a special Presidential Search Committee to submit nominations of candidates for the Office of the President.

The Bylaw (Tusculum College Bylaws, Article VIII, Powers and Duties of the President of the College, p.3) indicates that the President of the College will be the Chief Executive Officer of the College, and the official adviser to the executive agent of the Board of Trustees and its Executive Committee. He/she will, as educational and administrative head of the College, exercise general superintendence over all the affairs of the institution and bring such matters to the attention of the Board. He/she will have power to perform all acts and execute all documents to make effective the actions of the Board or its Executive Committee and ex officio member of all committees. The President may execute documents creating financial obligations of the College, the limits, if any, to be set by the Executive Committee or the Board of Trustees as appropriate.

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Policy continued:

The Bylaw (Article XI. Committees, Section 9, Executive Committee, c) Sub-committee on the President) indicates that the Executive Committee of the Board will charge a Sub-Committee on the Presidency with the annual review of the President's performance and will comment to the Executive Committee regarding the President's effectiveness, meeting established performance objectives, and other matters related to the well being of the President and the his/her family. The Sub-Committee will also make a recommendation to the Executive Committee regarding the President's compensation.

Cabinet Members -

Provost/Academic Vice President, Vice President/Chief Financial Officer, Vice President for Institutional Advancement, Vice President for Enrollment Management, and Athletic Director

The members of the President's Cabinet shall be appointed by the President. In the event of a vacancy of a Cabinet member, or in the event of the Cabinet member's inability to fulfill duties, the President may appoint an Acting or Interim member and may appoint a special Search Committee to submit nominations of candidates to the President.

Each Cabinet member will be charged with the duties of their position as described in the member's job description. The President is charged with at least a biennial performance review of each Cabinet member based upon his/her effectiveness, meeting established performance objectives, and other matters related to the well being of the College. The President will establish compensation based on the performance review. The President may elect additional compensation based on the assignment of additional duties, changes in job description, or outstanding performance.