



POLICY ON SHARED AUTHORITY

For an efficient, healthy, and achievable Mission, it is the policy of St. Tikhon's Seminary that all members of the institution understand, consent, and perform their delegated responsibilities and are accountable in a manner consistent with assigned competencies and reporting requirements. It is expected that delegators provide adequate description, authority, and resources concurrently with responsibilities to ensure successful performance. Likewise, it is expected that all with delegated authority give good faith and timely reports and communication to the delegator so that performance is easily known and accessible.

Authority for the oversight and the management of the entire Seminary is vested in the Board of Trustees. The Board has the authority to make rules, regulations, and statutes for the governance of the Seminary, approve and remove the Dean of the Seminary as well as members of the Faculty and the Administration. The Board has powers conferred upon it by law or which are usually and lawfully exercised by boards of higher education, subject to any restrictions in the Canons of the Holy Orthodox Catholic Church, which are not in conflict with the laws of the Commonwealth of Pennsylvania.

The Board's authority includes the authority to:

1. Determine and review, periodically, the purposes and the mission of the Institution;
2. Ensure that there is a sound, institutional planning process;
3. Recommend, review, and approve changes in the educational programs of the Institution, consistent with its mission;
4. Establish policies and procedures regarding salary schedules, appointment, promotion, tenure, and dismissal of faculty members;
5. Approve and authorize all earned and honorary degrees, diplomas, and certificates;
6. Oversee and approve the budget of the Institution and establish policy guidelines for all endowments and for all investments and major fundraising efforts;

7. Authorize the purchase, management, and sale of all land, buildings, or major equipment for use by the Institution;
8. Authorize the construction of new buildings and major renovations of existing buildings;
9. Authorize the incurring of debts by the Institution and securing, thereof, by mortgage and pledge of real and personal property tangible and intangible;
10. Authorize any changes in tuition and fees within the Institution;
11. Authorize officers or agents of the Institution to accept gifts or bequests on behalf of the Institution; and
12. Ensure that adequate due process policies and procedures exist.

As the ultimate source of institutional authority, the Board of Trustees may provide regular reporting to the Seminary community by way of written synopsis of the general state of the Seminary.

Performance of policies established by and implementation of programs adopted by the Board of Trustees is delegated by the Board as follows:

To the Administration: Performance of the institutional, educational, and financial policies established by the Board of Trustees in support of the institutional mission and vision of St. Tikhon's Seminary and institutional operations is entrusted and delegated by the Board to the Seminary Administration.

To the Faculty: Performance of the development, implementation, and assessment of the Seminary curriculum and academic programs is entrusted by the Board to the Seminary Faculty.

Reporting & Evaluations

To provide for clear accountability to the Board, at minimum, the Rector and Dean will provide written reporting to the Trustees at their quarterly meetings, to facilitate the Board's evaluation of their performance. Other Administrators will provide annual reporting to their identified supervisors for primary evaluation of their performance, and the substance of evaluations shall be provided to the Board with recommendations. And members of the Faculty will provide annual written reporting in areas of teaching, scholarship,

and institutional service to the Dean, who will provide initial evaluation of their performance and those evaluations shall be forwarded to the Board with associated recommendations.