



Southwestern Michigan College Board Policy – Staff Personnel Definitions

Last Reviewed	Last Updated	Effective Date
08/21/2024	08/21/2024	08/21/2024

DIVISION II – STAFF PERSONNEL

Definitions:

The President serves as the College’s Chief Executive Officer and is appointed by the Board of Trustees.

Employees other than President and full-time faculty members covered by the Collective Bargaining Agreement are employees at-will and are categorized as the following:

1. Senior Leadership Team.
2. Other administrators, consisting of deans, executive directors, directors, and managers.
3. Part-time or adjunct instructors.
4. Professional staff, consisting of non-faculty, non-managerial FLSA exempt employees.
5. Classified staff that are FLSA non-exempt employees.