

## Risks and Benefits of the President Choosing Sub-Cabinet Appointmentees

	Pros	Cons	Examples
PRESIDENT'S PEOPLE	<ul style="list-style-type: none"> <li>• Can start appointment process earlier, therefore, more appointments will be in place sooner</li> <li>• More compatible and aligned with President's vision</li> </ul>	<ul style="list-style-type: none"> <li>• Possible that the president's appointees won't work as well with other political appointees</li> <li>• May not work well with team that is in place at cabinet level</li> </ul>	<ul style="list-style-type: none"> <li>• Steven Chu-Secretary of Energy under President Obama</li> <li>• President Bush appointed sub-cabinet level personal under Commerce Secretary Carlos M. Gutierrez</li> </ul>
SUBCABINET'S PEOPLE	<ul style="list-style-type: none"> <li>• Sub-cabinet appointees tend to work better together</li> <li>• Sub-cabinet appointees tend to work well with other cabinet members and teams already in place</li> </ul>	<ul style="list-style-type: none"> <li>• Take longer to appoint members, therefore, fewer appointees</li> <li>• Sub-cabinet appointees may not be as aligned or compatible with the President's vision</li> </ul>	<ul style="list-style-type: none"> <li>• Many of President Carter's Cabinet Secretaries were able to select their own sub-cabinet level people, including Joseph Califano, Health, Education and Welfare Secretary (referenced in Heroes, Hacks, and Fools)</li> <li>• Hillary Clinton brought a team with her when she became Secretary of State.</li> </ul>



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