



2900 – Delegation of Authority

Policy Owner: Board of Trustees Policy Review Committee

Associated Procedure:

Date Adopted: May 10, 2016

Date Last Amended: September 14, 2021

Date Last Reviewed: September 14, 2021

The Board of Trustees of Harford Community College ("Board") delegates authority to the President of Harford Community College ("HCC") to take certain actions on behalf of the Board.

- I. Delegation of Authority to Take Personnel Actions on Behalf of the Board.
 - A. The Board expressly delegates to the President the authority to take personnel actions without prior approval of the Board. HCC's procedures for grievances and appeals of such personnel actions shall be followed, as applicable, to ensure due process and the existence of good cause for discharge when required by law or express contract.
 1. This delegation includes the authority to appoint, hire, continue, terminate, suspend with or without pay, reassign, discipline, or demote all HCC employees.
 2. This delegation includes the authority of the President to determine the start dates of Harford Community College employees for whom the President has hiring authority.
 3. This delegation includes the authority to accept resignations of HCC employees, including the positions of administrators and tenured faculty members.



4. This delegation excludes powers related to final decisions regarding approval or denial of faculty tenure.

5. This delegation excludes powers related to the position of President.