



3100 - Tenure Policy

Policy Owner: Vice President for Academic Affairs

Associated Procedure: Procedure for Initial Rank Placement of Tenure-Track Faculty (Faculty Handbook)

Date Adopted: April 8, 2003

Date Last Amended: December 14, 2021

Date Last Reviewed: December 14, 2021

It is the policy of Harford Community College that the Board of Trustees supports the traditional aims and principles of a system of tenure. Broadly conceived, those aims and principles are that academic freedom is central to higher education because it helps to promote the pursuit of truth and excellence in teaching and/or professional service, as well as in research, scholarship, and creative activity. Tenure is awarded upon continuous demonstration of excellence in teaching and professional service in accordance with criteria established by the College. Tenure does not mean guaranteed employment or lifetime employment.

Recommendations for tenure are presented by the President and the College's Chief Academic Officer annually to the Board of Trustees for approval. Awards of tenure are granted with the expectation that those who are tenured will not only continue to perform all of their professional obligations but will also work toward further achievement, promotion, and recognition by their peers.
