

POLICY NO. 308

Area: General Administration

*Original signature on file in the
Office of General Counsel*

Date Adopted: February 6, 2026

Certified by _____
Morakinyo A.O. Kuti, Ph.D., President
Central State University

Subject: DELEGATION OF APPOINTING AUTHORITY ROLES
Authorized by O.R.C. 3343.06

1.0 Purpose

The Board of Trustees delegates its authority in Ohio Revised Code Chapter 3343.06 to the President of the University to manage positions within the approved budget, and as set forth by this policy, to appoint, promote, discipline, and remove University personnel and establish compensation in conformance with other Board of Trustee policies and directives and the laws of the State of Ohio.

2.0 Position Authorization

- 2.1 The Board of Trustees authorizes the president to determine the appropriate numbers of executives (vice president, general counsel, associate provost, and dean positions), senior level administrators (director positions), other administrators, faculty, and support staff that are necessary to effectively manage the University.
- 2.2 The President will provide the Board of Trustees with proposed numbers of needed positions for each above employment category for budgetary approval on an annual basis.
- 2.3 The President or designee has the authority to determine faculty positions as tenure-track or non-tenure track.
- 2.4 The President is authorized to create all other categories of positions in accordance with established procedures.
- 2.5 The President may delegate authority to perform any of the functions discussed in section 2.0 of this policy, in accordance with Board of Trustees policies or applicable collective bargaining agreements.

3.0 Personnel Actions

- 3.1 The Board of Trustees' approval is required for executive appointments to the positions of vice president, general counsel, and academic deans. All other executive appointments

shall be made by the President. The Board of Trustees' approval is required for the award of tenure for faculty.

- 3.2** The President, with advance notice to and written approval from the chair of the Board of Trustees, has the authority to demote or remove an executive and appoint an interim replacement pending a search for a successor to the position.
- 3.3** The President is given authority to employ, appoint, promote, discipline, and remove all other categories of employees, including faculty, and establish compensation in conformance with other Board of Trustee policies and directives and the laws of the State of Ohio.
- 3.4** The President may delegate the authority to extend offers of employment for approved positions. The President may delegate authority to perform any of the functions discussed in section 3.3 of this policy, in accordance with Board of Trustees policies or applicable collective bargaining agreements.
- 3.5** The President or designee is the appointing authority for classified employees.

4.0 Procedures

The President is directed to take all steps necessary and proper for the effective implementation of this policy, including the delegation of personnel-related functions and the establishment of procedures.

This policy shall be reviewed every five years from the date of approval.