

The Faculty Handbook of Bates College

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Bates values the diversity of persons, perspectives, and convictions. Critical thinking, rigorous analysis, and open discussion of a full range of ideas lie at the heart of the College's mission as an institution of higher learning. The College seeks to encourage inquiry and reasoned dialogue in a climate of mutual respect.

Bates does not discriminate on the basis of race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity or gender expression, marital or parental status, age, or disability, in the recruitment and admission of its students, in the administration of its educational policies and programs, or in the recruitment and employment of its faculty and staff.

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The information in this *Handbook* is for the faculty of Bates College. It is edited annually by the office of the dean of the faculty, with changes and additions authorized by the Board of Trustees, the faculty, or appropriate administrative officers of the College. As each section is amended or updated, the revision date is noted at the end of the section. As information is updated on the Web version of the *Handbook*, faculty are informed and changes are highlighted in color.

Part 1 of the *Handbook* contains information on the rules and procedures of the faculty, including tenure and promotion and faculty governance (committee structure). Most of these rules and procedures are legislated by vote of the faculty. Parts 3 and 4, the College's policies on nondiscrimination and sexual harassment and affirmative action, are currently under review. Parts 2, 5, 6 and 7 offer information on benefits and support programs for teaching and scholarship; instruction of students; and information and library services.

This *Handbook* is not a complete compilation of the organization, procedures, and policies of the College. It must be supplemented by other official College resources, including the *Catalog*, the *Student Handbook* and the *Garnet Gateway*. The dean of the faculty's office website, <http://www.bates.edu/dof>, contains a wealth of information for faculty members on a wide range of topics.

The College also provides to all members of the Faculty an *Employee Handbook*. This handbook, which is available online at <http://www.bates.edu/dof/governance-and-policies/employee-handbook/>, is compiled by the director of human resources.

All members of the faculty are responsible for being familiar with the information in this *Faculty Handbook* and with the manual on employee benefits. Questions about this handbook should be addressed to the dean of the faculty, Lane Hall, 786-6066.

Pamela J. Baker
Dean of the Faculty

Contents

Faculty Organization and Procedures

The Faculty of the College.....	1.1
Rules and Procedures Governing Faculty Appointment, Reappointment, Tenure, and Promotion	1.1
Rules and Procedures of Faculty Governance.....	1.23
Standing Committees of the Faculty.....	1.31

Faculty Benefits and Support Programs

Salary	2.1
Benefits in Addition to Salary	2.2
Flexible Benefits Plan	2.2
Retirement	2.2
Bates College Pension and Savings Plan	2.3
Flexible Spending Accounts	2.3
Travel Accidental Insurance	2.3
Rowe Fund (Educational Assistance for Children of Employees)	2.3
Temporary Medical Disability Leave	2.4
Faculty Parental Leave	2.5
Information for Non-U.S. Nationals in Faculty Positions	2.6
Optional Retirement Program for Tenured Faculty and Physical Education Faculty.....	2.8
Faculty Emeritus/Emerita Guidelines	2.8
Programs in Support of Faculty Development and Research.....	2.9
Leaves and Release Time.....	2.9
Sabbatical Leave.....	2.9
Leave of Absence.....	2.9
Pre-Tenure Leave	2.9
Course Reduction for Faculty and Curricular Development.....	2.9
Grants, Professional Travel Allocations, and Other Support for Research.....	2.10
Bates Faculty Development Fund.....	2.10
Phillips Fellowships	2.10
Enhanced Sabbatical Program	2.10
Whiting Teaching Fellowship	2.10
Summer Research Apprenticeships	2.11
INBRE Grants for Faculty and Student Scientific Research.....	2.11
Barlow Fund Grants.....	2.11
Mellon Collaborative CCB Faculty Development Projects	2.11
NEH Foreign Language Grants.....	2.11
Other Student Assistance for Faculty Research.....	2.11
Professional Travel Allocations.....	2.12
External Grants.....	2.12
The Kroepsch Award for Excellence in Teaching.....	2.13

Nondiscrimination and Sexual Harassment - General Policies and Procedures.....	3.1
--	-----

College Policy Regarding Affirmative Action	4.1
---	-----

Instruction

Faculty Teaching Load	5.1
The Faculty Advisory System.....	5.1
Class Responsibilities	5.2
Examinations.....	5.3
The Grading System.....	5.4
Course Scheduling	5.5
Administrative Course Procedures	5.7
Independent Study and Internship Courses	5.8
Student Assistants/Teaching Assistants.....	5.8
The Junior Year and Junior Semester Abroad Programs	5.9
The Academic Calendar	5.9

Information and Library Services

The George & Helen Ladd Library.....	6.1
Assigned Reading for Courses.....	6.2
Interlibrary Loan	6.2
Edmund S. Muskie Archives and Special Collections Library.....	6.3
Computing and Media Services	6.3
The Garnet Gateway	6.4
Help Desk Services.....	6.4
Classroom Technologies, Digital Media, and Event Support (CTES).....	6.4
Computer Sales and Services.....	6.4
Curricular and Research Computing	6.4
Network and Infrastructure Services.....	6.4

Miscellaneous Information

Research Involving Human Participants or Animal Subjects.....	7.1
Financial Disclosure Policy for National Science Foundation Investigators	7.1
Procedures for Responding to Allegations of Misconduct in Scientific Research.....	7.3
International Exchange Visitors.....	7.5
Jury Duty.....	7.5
Commencement and Convocations.....	7.6
Bates Communications Office	7.6
The College Store	7.6
Academic Administrative Assistants and Project Specialist	7.6
Office Services	7.7
Campus Post Office.....	7.7
Parking.....	7.7
Keys	7.7
Identification Cards	7.7
Event and Space Reservation Procedures	7.8
College Emergency Procedures and Policies	7.9
Policies for Holding Classes in Emergencies	7.9