The Faculty Handbook of Bates College

Revised September 2016
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 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 found in the Employee Handbook.

Parts 2, 5, 6 and 7 offer information on benefits and support programs for teaching and scholarship; instruction of students; information and library services; and faculty scholarship.

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 information behind the Garnet Gateway. The dean of the faculty’s office website, 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 bates.edu/hr/reference/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. Please address and questions about this handbook should be addressed to me at 786-6066.

Thank you for your many contributions to the life of the College.

Matthew R. Auer
Dean of the Faculty
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