

Dean of Faculty's Office

Policy: Adding a Secondary Faculty Title

Date Approved: 4/15/26, Revised: 5/25/26

Effective: Immediately

Policy for adding a secondary faculty title

All faculty are hired to and tenured in the college and not in individual units. However, faculty are given titles that identify them and their primary teaching responsibilities as Professor of a specific unit where they are appointed. Some faculty find it meaningful to use a title like Professor of A and B, even though they were officially appointed in unit A. This joint title allows them to identify in ways that are important and meaningful to them as scholars, and to make their contributions to multiple units visible.

At present, Bates has no policy to officially allow this. Faculty often personalize their email signatures in ways that reflect their scholarly identities. This is not a proposal to monitor or police these practices, but rather to allow faculty to identify themselves on unit webpages and on their CVs in ways that reflect these identities and contributions. It will also mean that Bates Communication and Marketing will use these titles in their materials.

This policy is also not to be confused with a policy of official joint appointments and will have no impact on the current and future allocation of lines, management of retirements, allocation of departmental funds, etc.

This process allows a unit to request to the Dean of Faculty that a faculty member, in consultation with the faculty member, be officially and formally recognized as having the title of a faculty member (Assistant, Associate, Professor, Lecturer, or Senior Lecturer) of their unit. For a concrete example, suppose someone was hired as a Professor of A, and unit B would like to invite them to be formally identified as Professor of A and B. Unit B should follow the process below.

Once a faculty member is officially recognized as a faculty in that discipline, the faculty member can be asked to serve on committees as a representative of any affiliated unit and/or division (if the units are in different divisions).

The expectation is that additional affiliations should not be in response to small and temporary shifts in effort and, therefore, should occur rarely. Faculty are not limited to only two recognized units.

Process for review

1. A unit will submit a request to the Dean of Faculty; this is normally done by the unit chair with all other members of the unit cc'd on the message. The Dean will discuss the request with the faculty member and the Chairs of other involved units.
2. The unit should note in their request how the faculty member meets a minimum level of engagement in the additional unit, usually characterized by sustained engagement across at least two or three of the areas listed: involvement in the unit, willingness to attend meetings, cross-listing courses, thesis advising, research in the area, etc.
3. The Dean of Faculty will only consider requests associated with titles linked to current unit names or identities.
4. Should a faculty member wish to change their identification or feel they can no longer contribute meaningfully to their additional unit, it is the responsibility of the faculty member to alert the Dean of Faculty. A change in title is not necessary as a response to a temporary change in teaching allocation.
5. Upon approval, the Dean of Faculty will issue a letter to the faculty member, update the college webpages, alert Human Resources to the title change, and notify the relevant unit Chairs. Again, this changes the individual title but does not impact the fact that the faculty member is appointed in the college overall, and that is where any tenure is vested.
6. Titles will be updated once a year, effective July 1st.

May 25, 2026