

Date: February 24, 2023
To: Department Chairs and Program Directors
CC: Academic Council
From: Provost's Office
Re: Framework for Joint Faculty Hires

The College's 2021 strategic plan calls for us to begin "thinking of our faculty as a whole, rather than as a set of distinct units" and in that spirit to develop "a more capacious and flexible definition of departments and...an institutional structure that values and rewards collaboration across departmental lines."

There are various ways to pursue this goal, but one of the most obvious is to envision some of our new faculty positions as joint hires. In the "divisional" conversations that members of the Provost's Office and of ACAS have recently held with department chairs, we have heard strong interest in such an investment in interdisciplinarity, but also much uncertainty and even anxiety about how it could be implemented in practice. We are writing to you now to explain how we are thinking about this element of the strategic plan in the hope that we can begin to defuse the anxiety and encourage departments to explore this possibility. While the focus of the ACAS conversations has been on new tenure-line hiring, it's worth acknowledging that the arrangements described below could also, in theory, apply to faculty already appointed at the College.

When we use the terminology of joint hires, we are thinking of three different kinds of arrangement, from a fully joint appointment to a formalized association with another department/program to an informal, affiliated status. The framework for each of these arrangements is summarized below (though this summary is not intended to preclude the possibility of a hybrid arrangement).

1. Joint appointment:

- We define a joint appointment as an appointment into 2 distinct departments or programs, with equal obligations to both.
- The principles governing the composition of search committees and of R&P committees for such appointments are detailed in Articles of Government, Bk 1, Article VIII, 1A.5 and Article IX, 5. Search committees would include voting members from both departments, and R&Ps would include representatives from both departments.
- Research expectations should be clearly articulated by the R&P at the beginning of the appointment term and at every annual conversation, and they should take account of norms and expectations within each of the two fields.
- The service load of those with joint appointments would be guided by the R&P, following the principle that the total amount of service should be no heavier than the load of a faculty member appointed in either department and should as far as possible be 50/50 regardless of the size of the two departments.

- Faculty appointed in two departments should be available to serve as a major advisor in both departments, but the advising load in each department should be approximately half of the normal advising load for faculty in that department.
- An assistant professor appointed into a joint appointment will remain jointly appointed throughout the probationary period. Once tenured, a faculty member holding a joint appointment may request reevaluation of the arrangements, subject to the approval of the Office of the Provost.
- A faculty member holding a joint appointment is eligible to chair each of the departments into which they are appointed, but they would not normally be asked to chair the two departments sequentially.
- A faculty member holding a joint appointment would have access to departmental resources in both departments.
- The location of the faculty member's office should be based on the availability of space and does not indicate that one department has primacy over the other .

2. Associated status:

We define this appointment as one that is made into a single ("primary") department/program but with a contractual obligation to offer one course or more per academic year in a secondary department/program.

- Since legislation does not provide guidance about the search committee or R&P for this kind of appointment, we would recommend the following guidelines:
 - At least one tenured member of the associated department would be a voting member of the search committee.
 - The R&P would consist of the entire R&P of the primary department plus at least one person from the associated department.
 - The same member of the associated department could serve on both the search committee and the R&P.
- Research expectations would be determined by the R&P and clearly articulated to the candidate by the R&P.
- The service load would be guided by the R&P (the majority of whose members would likely come from the primary department). A faculty member with this kind of appointment should not be a major advisor in the secondary department though they may be an honors advisor in the secondary department, with the approval of the R&P.
- An associated faculty member is not normally a member of the secondary department's departmental committee.

3. Affiliated status:

Affiliation with a second department or program is not a formalized appointment status but an agreement to contribute to another department's or program's curriculum that is noted in the appointment letter and considered in every reappointment or promotion review.

- Affiliated faculty should be listed on the affiliating department's or program's website.

- The contribution of affiliated faculty may take the form of cross-listed courses, courses counted towards the affiliating department's major, or courses offered directly within the affiliating department's curriculum (though on a more occasional than every-year basis). Representation of the affiliating department on the search committee would be encouraged, but not required. There would not normally be a member of the affiliating department on the candidate's R&P.