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## Adjunct Titles

Adjunct academic staff are *not* appointed on the basis of a competition and, as adjunct academic staff, Trinity College Dublin is not their primary employer. If they are paid it is for a specific purpose in teaching and/or research and on a fee-per-item basis, which may be annualised to a fixed annual salary. Adjunct Professors, Associate Professors and Assistant Professors with sufficient academic experience may act as co-supervisors of research students, subject to the approval of the Dean of Graduate Studies. Adjunct Teaching Fellows are those who provide a teaching role only and may act as chief examiner for modules.

- a) Criteria for appointment:
- (i) Holders of academic posts in other institutions will assume an adjunct title equivalent to that which they hold in their home institution (i.e. their primary employer).
  - (ii) Those not employed in an academic institution (fields of commerce, business, industry, law, public administration, politics, etc.) may be appointed to the rank of:
    - i. Adjunct Professor, in which case they will have obtained clearly recognised and verifiable eminence and leadership in their chosen field of expertise.
    - ii. Adjunct Associate Professor: This title will normally be granted on the basis of applicable criteria at a level similar to those for Associate Professor.
    - iii. Adjunct Assistant Professor in which case they will have postgraduate qualifications and/or experience to qualify them for the academic role to be assigned to them by the Head of School.



- iv. Adjunct Teaching Fellow in which case they will have post-graduate qualifications and/or a high-level of professional expertise.
- b) Nomination, appointment, and promotion procedures:

Adjunct Assistant Professor and Adjunct Teaching Fellow who are to be salaried (other than casually paid) for their services will be appointed by way of nomination, via the Faculty Executive Committee, to the University Council by the Faculty Dean; a competitive appointment process and interview are not required.

Unsalaries Adjunct Assistant Professors may be nominated by the Head of School directly to the University Council; a competitive appointment process and interview are not required.

A recommendation to the University Council for recognition of a more senior title i.e. Adjunct Professor or Adjunct Associate Professor may be made by the Senior Promotions Committee on foot of an application from the Head of School via the Faculty Dean, in keeping with the terms of criteria (a) (ii) above.
- c) The role and responsibilities:

Adjunct academic staff are employed for a specific purpose in teaching, research, or academic administration (which may include co-supervision of research students). They do not carry teaching/research/administration roles pro rata with full-time staff. The responsibilities of adjunct academic staff will be specified by the Head of School at the time of appointment. Adjunct academic staff may not be permanent; they are part-time and there is no specific time commitment. They may be remunerated for their adjunct role but the College is not their primary employer.
- d) The term of appointment is either:
  - i. for a defined period or
  - ii. co-terminous with the position they hold when first appointed.

Adjunct academic appointments may be renewed.