

ADJUNCT FACULTY POSITION @ AIT

About the Adjunct Faculty Position @ AIT

What is Adjunct Faculty Position

Adjunct faculty positions at AIT, as is the case in other universities (particularly North American Universities), represent a unique and flexible role within the academic landscape. Typically, individuals appointed to these positions are employed outside the appointing University or hold primary appointments at other institutions/universities or organizations in the public and private sectors. This arrangement allows for a diverse range of expertise and perspectives to be brought into the academic environment, enriching the educational and research experience for students.

Nature of Employment

Adjunct faculty members operate on a willingness-to-engage basis, meaning they are available to undertake specific tasks/roles as needed by the University. These tasks may include teaching courses (on-campus/online), supervising research, participating in university service activities, or conducting examinations. Their primary employment elsewhere often means they are experts and practitioners in their fields, providing students with insights that go beyond traditional academic theory.

Responsibilities and Contributions

The responsibilities of adjunct faculty members are typically similar to those of full-time salaried faculty but on a limited task-by-task basis. Their engagement with the University is often focused on specific tasks within the relevant department or school. These responsibilities may include:

1. **Teaching:** Adjuncts often take on teaching assignments for undergraduate or graduate courses (on-campus/online). Their real-world experience can significantly enhance the learning process, making theoretical concepts more relatable and applicable.
2. **Research Supervision:** Some adjunct faculty may oversee student research projects, guiding students through the process and providing expert feedback based on their professional experience.
3. **University Service Activities:** While their roles are primarily teaching and research-focused, adjunct faculty may also occasionally participate in university service activities, such as serving on committees, developing instructional or research resources, etc.
4. **Examinations:** Adjuncts may also be involved in the assessment process, including the administration and grading of examinations, and serve as internal or external examiners, ensuring that academic standards are maintained.

The Distinction of Adjunct Faculty Appointments

An adjunct faculty appointment goes beyond traditional part-time faculty appointments in several significant ways, reflecting a deeper integration into the academic environment and offering unique opportunities for both the faculty member and the institution. Here are the key aspects that differentiate adjunct faculty appointments from conventional part-time roles:

1. Engagement with Institutional Mission

Adjunct faculty members are often chosen for their expertise in specific fields and their ability to contribute meaningfully to the university's mission. Unlike traditional part-time faculty, who may primarily focus on teaching, adjuncts are expected to align their work with the broader goals of the institution, including research initiatives, community engagement, and student development.

2. Flexibility in Responsibilities

While traditional part-time faculty appointments can sometimes be limited to teaching assignments, adjunct faculty roles often encompass a wider range of responsibilities. These can include:

- **Research Participation:** Adjuncts may engage in research projects alongside full-time faculty, contributing their expertise and enhancing the department's research output.
- **Curriculum Development:** They may participate in designing or revising course materials, ensuring that the curriculum remains relevant and rigorous.
- **Student Mentorship:** Adjunct faculty often take on mentorship roles, guiding students through independent research projects or providing career advice based on their professional experiences.

3. Formal Recognition and Status

Adjunct faculty appointments typically come with a higher level of recognition within the university structure compared to traditional part-time roles. This recognition can manifest in various ways, such as:

- **Involvement in Governance:** Adjuncts may have opportunities to participate in departmental meetings, committees, or decision-making processes, allowing them to influence academic policies and practices.
- **Professional Development Opportunities:** Many universities offer adjunct faculty access to workshops, seminars, and resources that are not always available to traditional part-time faculty, fostering ongoing professional growth.

4. Research and Academic Contributions

Adjunct faculty members are often encouraged to contribute to the academic community beyond teaching. This can include:

- **Publishing Research:** They may have opportunities to co-author papers or present at conferences, thus enhancing their academic profile.
- **Collaborative Projects:** Adjuncts often work with other faculty members on research projects, providing them with valuable experience and networking opportunities within their fields.

5. Pathway to Advancement

The adjunct faculty role can serve as a stepping stone toward more permanent academic positions. Unlike traditional part-time faculty, who may be limited in their career progression, adjuncts often have clear pathways to advancement within the academic ranks. This can involve:

- **Promotion Opportunities:** Adjuncts may be eligible for promotions within their ranks (e.g., from Senior Lecturer to Associate Professor) based on performance and contributions.
- **Networking for Future Roles:** The connections made during an adjunct appointment can lead to full-time faculty positions or other academic roles, as faculty members often seek to hire from within their networks.

6. Contribution to Diversity and Innovation

Adjunct faculty appointments often bring diverse perspectives and innovative practices into the classroom. Many adjuncts are active professionals in their fields, which allows them to introduce contemporary practices, case studies, and real-world scenarios into their teaching. This infusion of current trends and knowledge enhances the educational experience for students, making learning more relevant and applicable.

In summary, adjunct faculty appointments extend beyond the traditional part-time faculty roles by providing a more integrated and multifaceted engagement with the academic community. With increased responsibilities, formal recognition, and opportunities for professional development, adjunct faculty members play a vital role in enriching the educational landscape. Their contributions are not only significant for the students they teach but also for the broader institutional goals, making the adjunct faculty role a valuable and dynamic position in modern higher education.

The Adjunct Faculty Positions @ AIT

The Adjunct Faculty Position at AIT is a non-tenured track appointment by the University Appointment and Promotions Committee. The Adjunct Faculty Appointments are made at the following ranks:

- Adjunct Full Professor
- Adjunct Associate Professor,
- Adjunct Assistant Professor (Entry Level Position for PhD holders)
- Adjunct Senior Lecturer/Lecturer

The appointment at all ranks is renewable annually by the University Appointment and Promotions Committee. Normally, annual renewals for Adjunct faculty positions at AIT are automatic unless the University has reasons not to renew the appointment. The decision and reasons for non-renewal will be communicated to the faculty member. Only appointments at the rank of Associate Professor or Full Professor, including Adjunct appointments at these ranks, entitles you to use the designation Professor.

Being an Adjunct Faculty Member at AIT

The role of an adjunct faculty member at AIT represents a unique opportunity to contribute to the academic community while maintaining professional engagements outside the University. This position is a non-tenure track appointment and is guided by the University's Appointments and Promotions Guidelines. Here's a comprehensive overview of what it means to be an adjunct faculty member at AIT.

Employment Structure

1. **External Engagement:** Individuals appointed to the adjunct position typically hold employment outside AIT or have primary appointments at different universities or external organizations. This external affiliation allows adjunct faculty to bring fresh perspectives and real-world experiences into the classroom.
2. **Limited Responsibilities:** Adjunct faculty members have specific, limited responsibilities within their designated department or school at AIT. Their roles may include teaching, engaging in research, or participating in university service activities.

Compensation and Contractual Terms

3. **Remuneration:** Unlike full-time faculty, adjunct faculty members do not receive a regular salary from AIT. Instead, they may receive compensation at a rate higher than that for part-time faculty for specific tasks, such as teaching, research, or examination duties. If an

individual is employed full-time by the University in another capacity, they are generally not eligible for additional compensation related to their adjunct appointment.

4. **Non-Tenure Track:** It is important to note that adjunct faculty members do not have the opportunity to acquire tenure through their initial or subsequent appointments. This status underscores the flexible nature of the role.
5. **Promotion Opportunities:** Despite the non-tenure nature of the position, adjunct faculty members have the potential for promotion within the academic ranks, including titles such as Senior Lecturer, Associate Professor, or Full Professor. This advancement is contingent upon meeting the promotion criteria established by the University.

Course Assignments and Engagements

6. **Semester-Based Assignments:** If an adjunct faculty member is available during a given semester to teach specific courses (on-campus/online) or supervise student research, AIT will inform them of available opportunities. Upon expressing their availability, the faculty member will sign a Semester-Based Adjunct Faculty Engagement (SAFE) contract. This contract outlines the terms and conditions of their engagement, including remuneration rates and any additional benefits.
7. **Research Involvement:** Adjunct faculty at AIT are encouraged to participate in research activities and initiatives. They can engage in both basic and applied research within their areas of expertise and may also supervise undergraduate and postgraduate research projects, including those at the PhD level.

Professional Development

8. **Promotion Within Adjunct Ranks:** Holding an adjunct faculty position at AIT also provides opportunities for professional development. Adjunct faculty members are entitled to apply for promotions within the adjunct ranks, which allows them to advance their academic careers while contributing to the University's mission.

CV-Referable Nature of the Adjunct Faculty Appointment

An adjunct faculty appointment at the AIT is not only a valuable professional engagement but also a significant addition to one's curriculum vitae (CV). This aspect of the role enhances the professional profile of adjunct faculty members, reflecting their expertise and involvement in academia. Here are several key points that explain why this appointment is CV-referable:

1. Academic Credibility

Holding an adjunct faculty position demonstrates a commitment to education and the academic community. This affiliation with a reputable institution like AIT enhances the credibility of an

individual's professional profile. It signals to potential employers or collaborators that the individual is engaged in higher education and possesses relevant expertise in their field.

2. Teaching Experience

For those involved in teaching, the adjunct faculty role provides tangible evidence of teaching experience. Detailing courses taught, curriculum developed, and student engagement strategies employed can showcase an individual's pedagogical skills. This experience is particularly valuable for those pursuing careers in academia.

3. Research Contributions

Adjunct faculty often engage in research activities, which can be highlighted on a CV. Participation in research projects, supervision of student research, and contributions to publications or conferences can enhance an individual's scholarly profile. These experiences demonstrate an ability to contribute to academic discourse and can lead to further research opportunities.

4. Networking Opportunities

Being part of the academic community at AIT allows adjunct faculty members to build connections with other professionals, faculty, and students. Networking in this context can lead to collaborative projects, invitations to speak at conferences, or opportunities for joint research endeavors. These connections can be referenced in a CV as part of a broader professional network.

5. Professional Development

The adjunct faculty role often encourages ongoing professional development. Engaging in faculty activities can enhance skills in leadership, collaboration, and communication. Highlighting these professional development experiences on a CV can demonstrate a commitment to continuous improvement and adaptability in an evolving academic landscape.

In summary, being an adjunct faculty member at AIT offers a unique blend of professional engagement and academic contribution. With the flexibility to participate in teaching, research, and university service, adjuncts play a vital role in enriching the educational environment at AIT. They also benefit from opportunities for promotion and involvement in research initiatives, making this position both rewarding and impactful within the academic community.

How to Apply

1. Download the **Adjunct Faculty Application Form** at this link: <http://adjunct.ait.edu.net/>
2. Complete the Form and attach your CV. Send to: afaculty@ait.edu.gh.