



14 September 2023

Adjunct Professor Policy

1. Introduction

The University of Technology, Mauritius (UTM) is committed to providing high-quality education to its students. Adjunct Professors will play an important role in this mission by providing instruction in a variety of programmes in collaboration with experienced academics from reputed universities and resource persons from the industry. This policy outlines the criteria for appointment of Adjunct Professors at UTM.

2. Eligibility

To be eligible for appointment as an Adjunct Professor at UTM, an individual must either:

- (i) Be a member of a faculty at a University of other higher education institution or a resource person from the Industry.
- (ii) Hold a Masters / Ph.D. or equivalent degree in the field for which the application is made.
- (iii) Have at least five years of teaching experience at the university level or at least 10 years of experience in industry.

3. Appointment

- (i) Adjunct appointments are for a set period of up to 5 years and are specific to a particular School and/or subject area.
- (ii) An Adjunct may, in addition to their adjunct appointment be employed by the University to perform paid work outside the scope of their adjunct appointment.
- (iii) The appointment process begins with the Head of Department submitting a nomination to the Head of School. The Head of School will then review the nomination and make a recommendation to the Director General of the University who will make the final decision on the appointment.
- (iv) Upon Appointment, the photo and profile of the Adjunct Professors will be posted on the University Website.

- (v) UTM will ensure that there is no conflict of interest between their adjunct appointment at the University and/or any outside work or activities or their employment or engagement with the University (if applicable).
- (vi) The Adjunct will comply with the University's Regulations, including the Regulations on Intellectual Property Rights.

4. Roles and Responsibilities

- (i) The roles and responsibilities of an Adjunct Professor shall be as follows:
- (ii) Teaching in accordance with the University's curriculum and academic standards.
- (iii) Maintaining regular contact with students and providing them with feedback on their work.
- (iv) Participating in departmental / school and university activities, including and not limited to Board of Examiners and School Board meetings.
- (v) Acknowledging the 'Adjunct' status in academic attributions related to the appointment.
- (vi) Attributing their academic publications to the University in accordance with the requirements of the University's Research Policy during the duration of the adjunctship.

5. Entitlements

- (i) Adjunct appointees can be provided with access to University services and support, as appropriate, e.g. email, use of University computing hardware and software, library services, access to relevant research space (laboratory, studio), reimbursement of pre-approved out-of-pocket expenses.
- (ii) Adjunct Professors will normally not be remunerated, but in exceptional cases, he/she can be eligible to receive an honorarium payment.
- (iii) An Adjunct appointee may use the adjunct title provided to them, including on a business card and official correspondence.

6. Termination

An Adjunct professor's appointment may be terminated by the University for any of the following reasons:

- (i) Poor performance.
- (ii) Failure to meet the requirements of the appointment.
- (iii) Misconduct.