

# Duke-NUS Faculty Appointment Structure

**Note:**

*GB approved revised version on 25 May 2012.*

*Clarification of Track IIB in November 2012.*

*Text edited for clarity on 29 March 2013, 15 January 2016 and 14 August 2020.*

*Track IIC (Practice Track) approved by GB on 5 March 2016 and Clinical Faculty*

*Appointment approved by GB on 8 June 2020, were inserted on 14 August 2020.*

## A. Regular Rank Faculty Appointments

- Regular Rank appointments are awarded to members who are expected to make meaningful contributions to the research and / or educational missions of Duke-NUS as part of their daily activities.
- Regular Rank includes both tenured and non-tenured tracks.

### I. Tenure Tracks

- a. NUS tenure policies apply
- b. Three levels: Assistant (Asst), Associate (Assoc) and full Professor (Prof)
- c. Three tracks

#### **Track IA. Basic Scientist Track**

For faculty who spend the majority of time on research; remainder on education and administration.

#### **Track IB. Clinician-Scientist Track**

For clinically-certified faculty who spend the majority of time on research; remainder on clinical / education / administration.

#### **Track IC. Clinician / Scholar Track**

Primarily for senior career-track administrators or educators who have accomplished academic credentials. Such individuals may also have significant research or clinical activities, but administration and / or curriculum development / innovation in medical education is currently a principal focus. It is anticipated that only a few select appointments will be made on this track.

### II. Non-Tenure Tracks

- a. Must be full time public sector employees, e.g. with primary appointment at a public University, Research Institute, or Hospital / Health Group.
- b. Annual or multi-year renewable contracts; Assoc Prof and Prof would generally be 3-year.
- c. Four levels: Instructor, Asst Prof, Assoc Prof, full Prof. If faculty member holds a Regular Rank appointment at NUS, the same rank will be used at Duke-NUS; such a joint appointment requires permission of their respective Head of Department and Dean. Duke faculty seconded to Duke-NUS at their current Duke rank can be appointed in Track II category at discretion of the Dean of Duke-NUS. No APT action is required.
- d. Three tracks

### **Track IIA. Research Track**

For faculty who spend the majority of their academic effort on research and who have no clinical commitments. Academic research effort may include significant duties in managing core facilities.

### **Track IIB. Clinical / Research / Education / Administration Track**

For faculty who have effort on clinical activities, but with significant academic effort on research – Track IIB (Research) - or medical education / academic administration – Track IIB (Education). Faculty with main effort on medical education / academic administration but with no clinical commitments, can also be appointed on Track IIB (Education).

### **Track IIC. Practice Track**

For faculty members with international regulatory expertise from diverse backgrounds, including law, health sciences, politics, and many others. There are two levels, namely, Assoc Prof and full Prof.

Exceptional individuals in these tracks would be eligible for consideration for tenured appointments by moving their appointment to respective Track I category even though the tracks are not tenure-track per se.

## **B. Adjunct Faculty Appointments**

- No minimum effort requirement.
- Primarily for clinicians, PhD investigators and external appointees outside of SingHealth. May also be conferred upon individuals from private sector or research institutes who have significant involvement in Duke-NUS research or educational activities. May also be used for courtesy-type appointments.
- Four levels: Instructor, Asst Prof, Assoc Prof, full Prof; all preceded by the term “Adjunct”.

## **C. Clinical Faculty Appointments**

- No minimum effort requirement.
- Primarily for clinically-centric individuals whose focus and contributions are on clinical / medical care at SingHealth, but who also have measurable academic / leadership involvement.
- Four levels: Instructor, Asst Prof, Assoc Prof, full Prof; all preceded by the term “Clinical”.

## **D. Visiting Faculty Appointments**

- Generally conferred upon visiting academics (eg. those on sabbatical leave).
- Generally would have four levels: Instructor, Asst Prof, Assoc Prof, full Prof; all preceded by the term “Visiting”; the appointment level should correspond to the level the individual has achieved at their home institution. In addition, special titles such as Visiting Fellow may be used if the individual does not have an academic appointment

## **Annex 1**

at their home institution; e.g. they are coming from a research institute rather than a university, or Distinguished Visiting Professor if the institution wishes to provide an additional honourific.