

**WORKFLOW FOR DUKE-NUS **ADJUNCT** / CLINICAL FACULTY  
APPOINTMENT / PROMOTION FOR **CLINICIANS****

For Clinicians Whose Faculty Appointments Reside In ACP / AMEI / SRP / Centre / OoE  
(regardless of whether Duke-NUS is their primary employer)

**ACP / AMEI / SRP / Centre / OoE NOMINATION AND APPOINTMENT COMMITTEE**

- ACP / AMEI / SRP / Centre Director / OoE HOO constitutes NAC, chaired by ACP / AMEI / SRP / Centre Director / OoE HOO or his / her designate and comprised of a minimum of 3 other faculty members from Duke-NUS, NUS and / or Duke University and who are of the same academic rank or above that for which the candidate is being considered.
- ACP / AMEI / SRP / Centre / OoE NAC assembles candidate's CV and reference letters (where applicable). A minimum of 2 reference letters from referees external to the candidate's institution are required for appointment / promotion at Adjunct / Clinical Prof level. No reference letter is required for appointment / promotion at Adjunct / Clinical Instructor, Adjunct / Clinical Asst Prof and Adjunct / Clinical Assoc Prof level.
- ACP / AMEI / SRP / Centre Director / OoE HOO prepares APT cover letter, summarising NAC's discussion and recommendations on candidate's faculty appointment / promotion, for inclusion in candidate's dossier.

Notes:

- (i) For AMEI / OoE candidates whose primary employer is not a SingHealth institution, their dossiers need not be surfaced to the AC for review and can be submitted directly to RAD to initiate APT process.
- (ii) The constitution of a NAC is not required for appointment / promotion at Adjunct / Clinical Instructor and Adjunct / Clinical Assistant Professor levels.

**DUKE-NUS ACADEMIC COUNCIL**

- ACP / AMEI / SRP / Centre Director Office / OoE submits APT cover letter and dossier to AC for review.
- AC reviews dossier and provides written summary of AC's discussion, including the vote cast by AC members and the composition of AC present at the review, which is to be included in the dossier. This summary of AC discussion is required only for Adjunct / Clinical Assoc Prof and Adjunct / Clinical Prof level appointment / promotion.
- If AC recommends appointment / promotion, AC Secretariat submits dossier to RAD to initiate APT process. If AC has concerns, AC Secretariat informs ACP / AMEI / SRP / Centre Director Office / OoE.

**DUKE-NUS RESEARCH AFFAIRS DEPARTMENT / DUKE-NUS APT COMMITTEE**

- **(A) For appointment / promotion of Adjunct / Clinical Instructor, Adjunct / Clinical Asst Prof and Adjunct / Clinical Assoc Prof**, dossiers require only APT Chair's review. RAD surfaces dossier to APT Chair for review and APT Chair makes its recommendation to Dean. RAD prepares paper to Dean, which will include the APT cover letter from the ACP / AMEI / SRP / Centre Director / OoE HOO and the candidate's dossier to seek Dean's endorsement on the APT Chair's recommendation.
  - **(B) For appointment / promotion of Adjunct / Clinical Prof**, dossiers require full APT Committee's review. RAD surfaces dossier to APT Chair for review before surfacing dossier to APT Committee for review. APT Committee makes its recommendation to Dean, and RAD prepares paper to Dean, which will include the APT cover letter from the ACP / AMEI / SRP / Centre Director / OoE HOO and the candidate's dossier to seek Dean's endorsement on the APT Committee's recommendation.
  - Note: The APT Chair / APT Committee is advisory to the Dean.
    - (i) If Dean supports appointment / promotion, RAD informs Duke-NUS HR Department and AC Secretariat / SRP / Centre Director Office / OoE. AC Secretariat in turn informs ACP / AMEI Director Office of outcome. HR Department issues appointment / promotion letter.
    - (ii) If Dean does not support appointment / promotion, the process ends at this point. RAD informs AC Secretariat / SRP / Centre Director Office / OoE. AC Secretariat in turn informs ACP / AMEI Director Office of outcome.
- Note: Please refer to document (File name: Summary of Duke-NUS Appts for APT Chair or Full APT Committee Review) available on RAD intranet for details on dossiers of faculty appointments to be surfaced to APT Committee or APT Chair.

**LEGEND**

AC	: Duke-NUS Academic Council
ACP	: Academic Clinical Programme
AMEI	: Academic Medicine Education Institute
APT	: Duke-NUS Appointments, Promotion and Tenure
HOO	: Head of Office
HR	: Duke-NUS Human Resources Department
NAC	: Nomination and Appointment Committee
OoE	: Duke-NUS Office of Education
RAD	: Duke-NUS Research Affairs Department
SRP	: Duke-NUS Signature Research Programme