

Criteria for Academic Appointment and Promotion of Academic Clinical Programme (ACP)			
Structure and Description	Tenure / Research / Educator Track	Clinical Track	Adjunct Track
	Must be full time public sector employees, e.g. with primary appointment at a public University, Research Institute, or Hospital / Health Group.	Primarily for clinically-centric individuals whose focus and contributions are on clinical / medical care at SingHealth, but who also have measurable academic / leadership involvement.	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.
Instructor ¹	(Only for Educator, Clinical & Adjunct Track)		
Hospital Grade	Associate Consultant		
Reputation	Not Specified		
Publications			
Grant Funding			
Education and/or Leadership			
Assistant Professor			
Hospital Grade	Associate Consultant ² / Consultant / Senior Consultant		
Reputation	Not Specified except ²		
Publications			
Grant Funding			
Education and/or Leadership			
Associate Professor			
Hospital Grade	Consultant / Senior Consultant		
Reputation	National / Regional / International		
Publications ³	30 or more; < 30 if have other significant credentials; harmonise with other NUS title where applicable		
Grant Funding ⁴	Sustained funding as PI / Co-PI for Research Track. Major grants include NMRC CSA, CS-IRG.		
Education and/or Leadership	Significant contributions in Education and/or Leadership; Well-developed Education Portfolio for Educator Track		
Professor			
Hospital Grade	Senior Consultant		
Reputation	Regional or International (Clinical); International (Academic/Scientific)		
Publications	75 or more; < 75 if have other significant credentials; harmonise with other NUS title where applicable		
Grant Funding ⁴	Sustained funding as PI / Co-PI for Research Track. Major grants include NMRC CSA, CS-IRG.		
Education and/or Leadership	Significant contributions in Education and/or Leadership; Well-developed Education Portfolio for Education Track; AMC leadership can complement		

Footnotes

¹ Non-Clinician Researchers nominated for Instructor position require at least 3 years of postdoctoral experience with accomplishments documented.

² Associate Consultants who have 15 or more publications may be put up for Clinical Assistant Professor level.

³ Considerations may include H-Index, First/Senior authorship, Scientific book chapters, Clinical protocols and Guidelines etc.

⁴ Only for those in research track or pursuing research.

Note: The guidelines are suggestive and not intended to be exhaustive or directive.