

Criteria for Academic Appointment and Promotion of Academic Clinical Programme (ACP) Clinicians			
	Regular (Non - Tenure)	Clinical	Adjunct
Structure and Description	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			
Hospital Grade	Associate Consultant		
Reputation	Not Specified		
Publications			
Grant Funding			
Education and/or Leadership			
Assistant Professor			
Hospital Grade	Consultant / Senior Consultant		
Reputation	Not Specified		
Publications			
Grant Funding			
Education and/or Leadership			
Associate Professor			
Hospital Grade	Consultant / Senior Consultant		
Reputation	National / Regional / International		
Publications*	30 or more (First/Senior Author); < 30 if have other significant credentials; harmonise with other NUS title where applicable		
Grant Funding	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		
Professor			
Hospital Grade	Senior Consultant		
Reputation	Regional or International (Clinical); International (Academic/Scientific)		
Publications	75 or more (First/Senior Author); < 75 if have other significant credentials; harmonise with other NUS title where applicable		
Grant Funding	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		

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