

Criteria for Academic Appointment and Promotion of Academic Clinical Programme (ACP) Clinicians				
Track	Tenure	Non - Tenure		
Structure and Description	Regular	Regular	Clinical	Adjunct
	NUS tenure policies apply	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	Not Applicable	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