

Criteria for Academic Appointment and Promotion of Candidates Nominated by Academic Clinical Programmes			
Structure and Description	Regular (Non - Tenure)	Clinical	Adjunct
		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.
Instructor ¹			
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 Education 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.