

### Criteria for Academic Appointment and Promotion of Academic Clinical Programme (ACP)

	Regular (Non - Tenure)	Clinical	Adjunct
<b>Structure and Description</b>	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.
<b>Instructor <sup>1</sup></b>			
<b>Hospital Grade</b>	Associate Consultant		
<b>Reputation</b>	Not Specified		
<b>Publications</b>			
<b>Grant Funding</b>			
<b>Education and/or Leadership</b>			
<b>Assistant Professor</b>			
<b>Hospital Grade</b>	Associate Consultant <sup>2</sup> / Consultant / Senior Consultant		
<b>Reputation</b>	Not Specified except <sup>2</sup>		
<b>Publications</b>			
<b>Grant Funding</b>			
<b>Education and/or Leadership</b>			
<b>Associate Professor</b>			
<b>Hospital Grade</b>	Consultant / Senior Consultant		
<b>Reputation</b>	National / Regional / International		
<b>Publications <sup>3</sup></b>	30 or more; < 30 if have other significant credentials; harmonise with other NUS title where applicable		
<b>Grant Funding <sup>4</sup></b>	Sustained funding as PI / Co-PI for Research Track. Major grants include NMRC CSA, CS-IRG.		
<b>Education and/or Leadership</b>	Significant contributions in Education and/or Leadership; Well-developed Education Portfolio for Education Track		
<b>Professor</b>			
<b>Hospital Grade</b>	Senior Consultant		
<b>Reputation</b>	Regional or International (Clinical); International (Academic/Scientific)		
<b>Publications</b>	75 or more; < 75 if have other significant credentials; harmonise with other NUS title where applicable		
<b>Grant Funding <sup>4</sup></b>	Sustained funding as PI / Co-PI for Research Track. Major grants include NMRC CSA, CS-IRG.		
<b>Education and/or Leadership</b>	Significant contributions in Education and/or Leadership; Well-developed Education Portfolio for Education Track; AMC leadership can complement		

#### Footnotes

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

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

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

<sup>4</sup> Only for those in research track or pursuing research.

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