

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