Sheridan Fellows Policies

Updated 27 January 2025

A. Appointment

1   The Faculty Search Committee (FSC) will interview and recommend candidates to the Dean for appointment as a Sheridan Fellow (SF). The Fellowship is normally a two-year appointment starting in July, with the possibility of extension for a period of postgraduate study leave; with an eye ultimately to appointment on the Tenure Track as an Assistant Professor.

2   A candidate who has previously made one unsuccessful application for a Sheridan Fellowship may reapply in a later round. However, the maximum number of applications any candidate may make is two.

B. Postgraduate Studies

3   SFs are encouraged to publish but publications will not be the sole criterion to determine if a SF is "performing". The SF's teaching capabilities and research potential (based on feedback from mentors) are also key measures of performance. Attention will be given to how SFs develop their research and teaching craft.

4   Applications for study leave support should be made to the Director of the Sheridan Programme. The decision whether to support study leave is made by the Dean, upon consultation with the Sheridan Committee, VDR, and VDAA, and is subject to final approval from the Provost. The decision will normally be made in the first semester of the second year of the Fellowship, with study leave taking place after completion of the second year.

5   Upon satisfactory performance, a SF without an LLM may be sponsored to pursue an LLM, with a view to continuing to PhD studies. Alternatively, he or she may apply for a PhD programme if it does not require a prior master's degree.

6   Normally, a SF who undertakes a sponsored LLM/PhD will commence such studies after completing 16MCs-worth of teaching as SF. In exceptional cases, however, and depending on the Faculty's teaching needs, a SF who requests to do so may be allowed to go on study leave to pursue the LLM/PhD after serving their first year as SF. Approval of such exceptions will also depend upon there being sufficient existing evidence of the SF's teaching capabilities and research potential.

7 Upon satisfactory performance, a SF who already has an LLM may be sponsored to pursue a PhD, after which the SF would return to the Faculty to be considered for appointment as an Assistant Professor on the Tenure Track.

8 In every case, as a condition of obtaining sponsorship, the SF has an obligation to consult with VDAA in good time before applying for their LLM/PhD studies. Such consultation should take place during *the calendar year before* such studies are to commence, in order to allow VDAA to plan teaching for the following year; it should also be done before applying for study leave support. SFs are also encouraged to consult with the Sheridan Committee regarding their proposed study plans.

9 For the avoidance of doubt, candidates who are interested in pursuing PhD studies immediately may do so without Sheridan Programme funding. They may, for instance, consider applying for the University's Overseas Graduate Scholarship scheme, which is independent of the NUS Law Sheridan programme.

C.   Financial Support while on Study Leave

10 In addition to tuition, SFs will be supported on salary while pursuing an LLM and/or a PhD. The maximum period of such support while on the PhD shall be four years.

11 For doctoral studies, SFs will be encouraged to seek financial support such as scholarships in order to offset some or all of the expense to NUS (though not to reduce the overall benefits). In addition to tuition, SFs will be supported with 70% of their salary, with the balance 30% held back. The balance 30% will be paid as a sign-on bonus in the following manner: half (15%) when the SF has secured a tenure-track position as Assistant Professor and the other half (15%) to be paid after two years of regular service as an Assistant Professor on the tenure track. To avoid any doubt, in the event that a SF is not appointed to the tenure track, he or she will not receive the additional balance funding.

12 The grant of leave and sponsorship will come with a bond deed with NUS. Details can be provided by Human Resources.

D.   Timing of Application for Assistant Professorship

13 Upon completion of his or her doctoral studies, a SF may be reappointed for an extensional year as SF while making an application to move onto the Tenure Track. The extensional reappointment would be for at most one year following the completion of studies or the fellowship, whichever is later. Any further appointment must follow the normal application procedure (see section E below). The teaching load and remuneration for any such extensional appointment will be in line with a one-year appointment as Lecturer at NUS Law.

14 A SF is expected to have submitted his or her PhD thesis for examination before applying for an Assistant Professorship. Further, he or she is expected to complete the PhD degree (ie have successfully completed all substantive components, including any oral exam and any required corrections to the examiners' satisfaction) before being eligible to take up an Assistant Professorship.

E. Appointment Process

15 The normal appointment process to Assistant Professor on Tenure Track, via an open search, applies to all SFs — that is, campus visit and usual assessment of applicants, including teaching and research/publication records.

16 For the avoidance of doubt, the Sheridan Fellowship is not intended to be a path to the Educator Track or to the Practice Track. SFs are not precluded from applying for another track, but any such appointment would be an entirely separate process, one that would depend on (i) their meeting the criteria for appointment on that track and (ii) the Faculty's having needs at that time for an appointment with the applicant's skills and attributes.

F. Teaching Load

17 If a SF is appointed on the tenure track, he or she will take on the load of a regular faculty member — 16 MCs. Although other new appointments typically get 4 MCs relief in their first semester, as SFs have previously taught at the Faculty on a reduced load this does not apply.