

NO:- 16621/nw ————— dk 18-9-2015



Faculty Development Policy Nishtar Medical University

Proposed Draft

1. Introduction

Faculty development is essential for enhancing the professional skills and competencies of the academic staff, ensuring they remain leaders in their respective fields of education, research, and patient care. Nishtar Medical University (NMU) acknowledges the importance of continuous professional development and aims to create an environment that fosters personal, academic, and professional growth for all faculty members across departments.

2. Program Goals & Objectives

The primary goal of the Faculty Development Program at NMU is to enhance the competencies of faculty members in the following key areas:

- **Teaching & Learning:** To enhance instructional methodologies and promote effective teaching strategies.
- **Leadership:** To develop leadership capabilities in academic, clinical, and administrative roles.

Mu

- **Research:** To foster research skills and encourage scholarly activities that contributes to scientific knowledge and healthcare improvement.
- **Patient Care:** To ensure that faculty are equipped with skills that enhance patient care and clinical teaching.

The FDP aims to achieve the following **objectives**:

- To continuously improve the knowledge, skills, and attitudes of faculty members across various domains.
- To create an inclusive and supportive environment for faculty to engage in continuous learning and professional growth.
- To implement a variety of professional development programs, including workshops, seminars, conferences, and mentoring, based on current trends in medical education and health care.
- To facilitate faculty members' access to advanced learning opportunities in collaboration with national and international experts and institutions.

3. Target Audience

The FDP at NMU will be available to all faculty members across the various departments, including basic sciences, clinical sciences, and other allied health sciences. The program aims to address the diverse needs of faculty at different stages of their careers, from junior faculty to senior academics.

4. Existing and Proposed Programs

NMU already conducts various faculty development activities under the Department of Medical Education (DME), such as:

- **CHPE Certification:** Certificate in Health Professions Education.
- **Capacity Building Workshops:** Focusing on teaching, assessment, mentorship, and curriculum development.
- **Departmental Workshops and Seminars:** Specialty-wise workshops and conferences are conducted with the collaboration of DME.
- **External Collaboration:** Coordination with HEC and alumni for organizing capacity-building programs.

The FDP will build upon these existing structures by:

Nur

- Expanding and diversifying workshop offerings to include leadership, research skills, patient care, and digital competencies.
- Encouraging more interdisciplinary workshops that combine basic and clinical sciences to enhance integrated learning.
- Strengthening peer mentoring and peer coaching initiatives to foster a more collaborative learning environment.

5. Key Areas of Focus

The Faculty Development Program will be built upon five key domains of professional development:

1. Education & Teaching:

- Workshops on curriculum design, teaching strategies, and assessment methodologies.
- Incorporation of digital teaching tools and technologies to enhance interactive learning.
- Peer coaching and mentoring to improve teaching performance.

2. Leadership:

- Developing leadership skills for academic and clinical roles.
- Training in administrative leadership and communication.
- Focus on ethical leadership and the importance of role modelling in health professions education.

3. Research:

- Workshops on research methodology, grant writing, data analysis, and academic publishing.
- Capacity building in writing research proposals and ethical considerations in research.
- Providing opportunities for faculty to collaborate in national and international research projects.

4. Personal Development:

ME

- Fostering skills in self-management, stress management, and work-life balance.
- Enhancing faculty communication skills, conflict resolution, and teamwork.
- Leadership development for fostering collaboration across departments.

5. Patient Care:

- Workshops on patient safety, clinical skills development, and medical ethics.
- Training on breaking bad news, patient counseling, and communication.
- Development of clinical teaching methodologies for effective patient care education.

6. Evaluation and Feedback

An integral part of the FDP will be continuous evaluation and feedback to ensure that the program meets the needs of the faculty and aligns with the university's strategic goals. The Department of Medical Education will:

- Implement **ongoing feedback** mechanisms for all faculty development activities, allowing participants to share their experiences and suggestions for improvement.
- Use tools such as pre- and post-event evaluations, self-assessment forms, and 360-degree feedback to measure the impact of the training.
- Conduct **end-of-program evaluations** to assess the effectiveness of workshops and courses, based on participant learning outcomes and application to their teaching practices.

The feedback will be analyzed to make necessary adjustments to the program and ensure continuous improvement. Key stakeholders, including department heads and senior faculty members, will be involved in the evaluation process.

7. Implementation and Coordination

The Department of Medical Education (DME) will serve as the coordinating body for all FDP activities. DME will:

Me

- Work closely with departmental heads to assess the specific needs of faculty.
- Coordinate with national and international experts to bring in external facilitators for specialized programs.
- Ensure that all faculty development activities are aligned with the university's academic mission and vision.
- Foster collaboration with external bodies such as HEC and alumni networks to enhance faculty development opportunities.

8. Conclusion

The Faculty Development Program at Nishtar Medical University will be a dynamic and evolving initiative aimed at empowering faculty members across all departments. By focusing on teaching, leadership, research, and patient care, the program will contribute to the professional growth of faculty members and enhance the overall educational environment at NMU.

Mehnaz Khatun
VICE CHANCELLOR
NISHTAR MEDICAL UNIVERSITY
MULTAN.