



KHAIRPUR MEDICAL COLLEGE

KHAIRPUR MIR'S SINDH

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Faculty Development Program Policy

- Faculty development program refers to all activities taken up by the faculty in an institution targeting their development, both personal and professional for growth of the institution.
- In Pakistan, there is shortage of medical teachers. Doctors, who join the medical university as teachers, may not be well versed in teaching skills, although they may be good clinicians. The world has become smaller and sharper, with better resolution and better internet speed and there is a communication gap between the students and the teachers. Therefore, there is a dire need to change teaching strategies. The curriculum needs to be updated and better aligned to today's needs. The assessment tools must be revised and more technology-oriented delivery needs to be incorporated. Thus, improvement in teaching strategies will enhance the quality and capability of graduating students.
- The second challenge faced by the professionals is the patient care, which has to be evidence based. This requires solid evidence through research. The college has to provide an environment where research culture prevails. A dedicated department with adequate staff is mandatory to fulfil this gap. A constant support to the researchers at faculty level is required not only to refresh their knowledge but also to familiarize them with statistical and medical writing capabilities. High quality research brings credentials to the college and improves individual's portfolio.
- Moreover, the role of college also encompasses the grooming of the professionals as a mentor, a leader, a supervisor and an administrator.
- The faculty is an asset of the college. Highly professionalized faculty will self-perpetuate quality research as well as academic excellence. Ultimately, the college ranking improves as the national and international standards are met. High ranking college act like a magnets and attract highly motivated professionals who enter into a structured system and contribute positively. The college although is fully aware of the need but often there is a difficulty in implementation. How to start the program and how to devise a curriculum and faculty is big challenge for the college and administration. College has devised following main domains of faculty according to decision of Curriculum Committee held on 13.12.2019:
 - i. Medical education
 - ii. Research
 - iii. Skills (Supervisory, Administrative, Leadership, Communication & Basic / Clinical skills).
 - iv. Evidence based practice and patients care
- The strategy focuses on workshops of one to two days, being conducted regularly throughout the year, symposia, guest lectures, seminars and theme based grand clinical rounds. The learning objectives need assessment, audit, quality assurance, feedback, tangible scoring, monitoring, supervision and it was decided that funding for above domains will be provided by college / university.

Principal
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