



FACULTY DEVELOPMENT PROGRAM FOR LIMHS THATTA, Liaquat Institute of Medical & Health and Sciences, LUMHS, Thatta

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Introduction:

The Faculty Development Program at Liaquat Institute of Medical and Health Sciences Thatta (LIMHS) aims to advance institutional goals in education and knowledge dissemination by fostering the development and continuous excellence of faculty members. It also facilitates communication between faculty and college administration, ensuring a mutual understanding of motivations, strengths, goals, and plans.

General Principles:

The administrative hierarchy should comprehensively understand faculty motivations, strengths, interests, and plans to aid long-range planning at the department and college levels. Senior faculty must actively encourage and facilitate the development of junior faculty in research, teaching, and service.

The policy and its implementation must respect the freedom of each faculty member to pursue individual goals.

Implementation:

1. Planning Process:

- The Principal of LIMHS will conduct regular faculty development planning meetings with department heads at the beginning of each academic year.



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- Department heads will prepare retrospective and prospective documents outlining faculty members' work and development plans in research, teaching, assessment, and service.
- These documents will form the basis for discussions in the meeting, addressing any additional issues raised by HODs or the Principal.

2. Department Responsibility:

- Each department at LIMHS will devise a mentoring and development process consistent with institutional goals and principles.
- Responsibilities include holding regular meetings with faculty to discuss support for achieving high-level contributions to teaching, assessment, research, and service.

3. Individual Faculty Development Plans:

- Faculty members at LIMHS will prepare and submit annual development plans to their Department Head, specifying priorities in teaching, scholarly activity, and service, aligned with department and college missions.
- Department Heads will submit these plans to the Principal before the start of each academic year.

4. Additional Communications:

- Department heads will review annual reports of faculty members and provide feedback.
- The Principal will be informed of departmental developments and their impact on long-range planning.



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5. Faculty Exchanges:

- Eligible faculty can participate in exchange programs with positive recommendations from the Principal, Associate Principal, and Department Head.

6. Continuous Professional Competency (CPC):

- CPC aims to help faculty manage their learning and growth. Faculty will present in CPC sessions weekly, emphasizing teaching and communication skills, with marks contributing to promotions.

7. Attendance in Conferences:

- Faculty will be facilitated to attend national conferences and workshops for capacity building. However, due to resource constraints, international conferences require personal expenses.

8. Workshops and Training Opportunities:

- LIMHS will arrange workshops for faculty development based on departmental recommendations. Separate budgets will be allocated, and the Department of Medical Education will organize and facilitate.

9. New Faculty Orientation:

- Newly appointed faculty will undergo training sessions on teaching and assessment strategies during summer breaks.

10. Coping with New Challenges in Curriculum:



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- As the curriculum shifts to an integrated modular system, the Department of Medical Education will support faculty in coping with challenges.

11. TORs for Study Leave:

- Study leave aims at acquiring higher postgraduate diplomas or certificates in specialties not available at LIMHS.
- Clear criteria for eligibility, approval process, and post-acquisition commitments are outlined in the TORs.
- This Faculty Development Program at LIMHS Thatta is designed to align with the institution's vision, providing faculty with comprehensive support and opportunities for professional growth and excellence.

**Principal
Liaquat Institute of Health & Sciences
LUMHS, Thatta.**