


# Highlights on Standards and how to generate Evidences “Area 6”: Academic Staff (Faculty)

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- \* This area discusses a **policy** of the college regarding staff.
  - \* **Evaluation and updating** (on regular time) is part of any **PLOICY STRUCTURE**. And should be written in the policy.




## **6.1. RECRUITMENT AND SELECTION POLICY**

# Basic Standards; The Medical College MUST:

**6.1.1. formulate and implement a staff recruitment and selection **policy** which:**

- \* 6.1.1.1. outline the type, responsibilities, and balance of the academic staff/faculty of the basic **biomedical sciences**, the **behavioral & social sciences** and the **clinical sciences** required to deliver the curriculum adequately, including the balance between **medical** and **non-medical** academic staff, the balance between **full-time** and **part-time** academic staff, and the balance between **academic** and **non-academic** staff.

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- \* 6.1.1.2. address **criteria** for **scientific, educational, and clinical** merit, including the balance between teaching, research, and service functions.
  - \* 6.1.1.3. specify and monitor the **responsibilities** of its academic staff/faculty of the basic biomedical sciences, the behavioral and social sciences, and the clinical sciences.

# Quality development standards; The Medical College Should:

**6.1.2. In its policy for staff recruitment and selection take into account criteria such as:**


- \* 6.1.2.1. **relationship to its mission**, including significant local issues.
- \* 6.1.2.2. **economic** considerations.




**6.1.1. formulate and implement a staff  
recruitment and selection policy**

The staff recruitment and selection policy would include ensuring a **sufficient number** of highly qualified basic biomedical scientists, behavioral and social scientists and clinicians **to deliver the curriculum** and a sufficient number of **high-quality researchers** in relevant disciplines or subjects






*Balance* of academic staff/faculty would include staff with joint responsibilities in the basic biomedical, the behavioral and social and clinical sciences in the university and health care facilities, and teachers with *dual* appointments




*Balance* between medical and non-medical staff would imply consideration of sufficient medical *orientation* of the qualifications of non-medically educated staff

# Evidence generation for 6.1.1.


- \* Present: the college must have **policy document** which regulates the staff recruitment and selection.



This policy must show **sub-heading** which outline the following: (type of staff, responsibility of staff, balance of staff to deliver the curriculum, balance between medical & non-medical staff, balance between full time and part time academic staff, and the balance between the academic and non-academic staff)




\* **Applied;** The implementation is through the documents like **official orders** for every part of this policy and sub-heading in all details.

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- \* **Effective; regular evaluation** of the policy on fixed time scale (yearly, two years or more according to institute needs). This evaluation by **survey, questionnaire, or feedback**. The results of this evaluation will show the policy effectiveness and will be used to update the policy to make it functioning better and change any defected parts.


6.1.1.2. The medical college must formulate and implement a staff recruitment and selection policy which address **criteria** for scientific, educational, and clinical merit

Annotation




\* *Merit* would be measured by formal qualifications, professional experience, research output, teaching awards and peer recognition





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- \* Service functions would include *clinical duties* in the health care delivery system, as well as participation in governance and management


# Evidence generation for 6.1.1.2


- \* **Present:** The medical college must have policy document of staff recruitment and selection which address scientific, educational, and clinical merit including balance between teaching, research, and service function

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- \* The policy should consider the following: (the qualifications of faculty, the professional experience, research, teaching awards and peer recognition, able to share in teaching, healthcare, research, and governance).

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- \* **Applied;** Implementation of the policy by application of official orders which emphasize the importance of the meritorious criteria of recruited or selected staff.

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- \* Depending on the highest degree in his field, had award of the field, well known, recommended by his peers, interview, presentation of seminar to special committee, and pass the education methods course.

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- \* **Effective**; regular evaluation of the policy on fixed time scale (yearly, two years or more according to institute needs). This evaluation by survey, questionnaire, or feedback.

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- \* The results of this evaluation will show the policy **effectiveness** and will be used to update the policy to make it functioning better and change any defected parts.




**6.1.1.3. The medical college must  
formulate and implement a  
staff recruitment and selection policy**



# Evidence generation

- \* **Present:** The medical college must have a policy document of staff recruitment which address specify and monitor the responsibilities of its academic staff of the basic biomedical sciences, the behavioral and social sciences and the clinical sciences. This policy should show the details of each job.

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- \* **Applied;** Implementation of the policy the college must had official orders that show the Job-description in detail, and the annual evaluation of all staff


- \* **Effective**; regular evaluation of the policy on fixed time scale (yearly, two years or more according to institute needs). This evaluation by survey, questionnaire, or feedback. The results of this evaluation will show the policy effectiveness and will be used to update the policy to make it functioning better and change any defected parts

## **6.2. STAFF ACTIVITY AND STAFF DEVELOPMENT**

# Basic standards; The medical college must:

## 6.2.1 formulate and implement a staff activity and development policy which:

- \* 6.2.1.1. allow a **balance of capacity** between teaching, research and service functions.
- \* 6.2.1.2. ensure **recognition** of meritorious academic activities, with appropriate emphasis on teaching, research and service qualifications.

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- \* 6.2.1.3. ensure that clinical service **functions and research** are used in teaching and learning.
  - \* 6.2.1.4. ensure **sufficient knowledge** by individual staff members of the total curriculum.
  - \* 6.2.1.5. include teacher training, development, support and appraisal.

# Quality development standards:

## The medical college should


- \* 6.2.2. take into account teacher-student **ratios** relevant to the various curricular components.
- \* 6.2.3. design and implement a staff **promotion** policy.



**6.2.1.1. The medical college must formulate and implement a staff activity and development policy which allow a balance of**

**Annotation**







The *balance of capacity* between teaching, research and service functions would include provision of protected time for each function, taking into account the needs of the medical school and professional qualifications of the teachers


# Evidence generation

- \* **Present:** The college must have a policy document regarding staff activity and development, that means protected time to each activity whether professional or teaching, which ensure balance of capacity between teaching, research, and service function.



\* **Applied:** implementation of the policy by documented official orders about all faculty protected time for all activities (teaching, research, and service function).

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- \* **Effective:** regular evaluation of the policy on fixed time scale (yearly, two years or more according to institute needs). This evaluation by survey, questionnaire, or feedback.



\* The results of this evaluation will show whether the policy **effective** or there is shortcoming. This will be used to update the policy to make it functioning better and change any defected parts.



Thank You