

Faculty Recruitment and Retention in the Medical Education Partnership Initiative (MEPI) schools.

Elsie Kiguli-Malwadde MBChB, Mmed, MscHPE
MEPI Coordinating Center, African Center for
Global Health and Social Transformation
(ACHEST). Kampala Uganda.



Outline

- MEPI and its mission of transformative medical education
- Faculty development
- MEPI School approach
- Challenges regarding faculty development
- Way forward



Medical Education Partnership Initiative



Background

- **The US Government awarded grants to 13 African institutions : \$130M.**
- **Projects are run by African PIs**
- **Schools identified their needs**
- **One of the needs was enhancement of faculty recruitment, development and retention**



University of Ibadan



Makerere University



Addis Ababa University



Kwame Nkrumah University



University of Nairobi



University of Zambia



Kilimanjaro Christian Medical Centre



University of Malawi



University of Eduardo Mondlane



University of Botswana



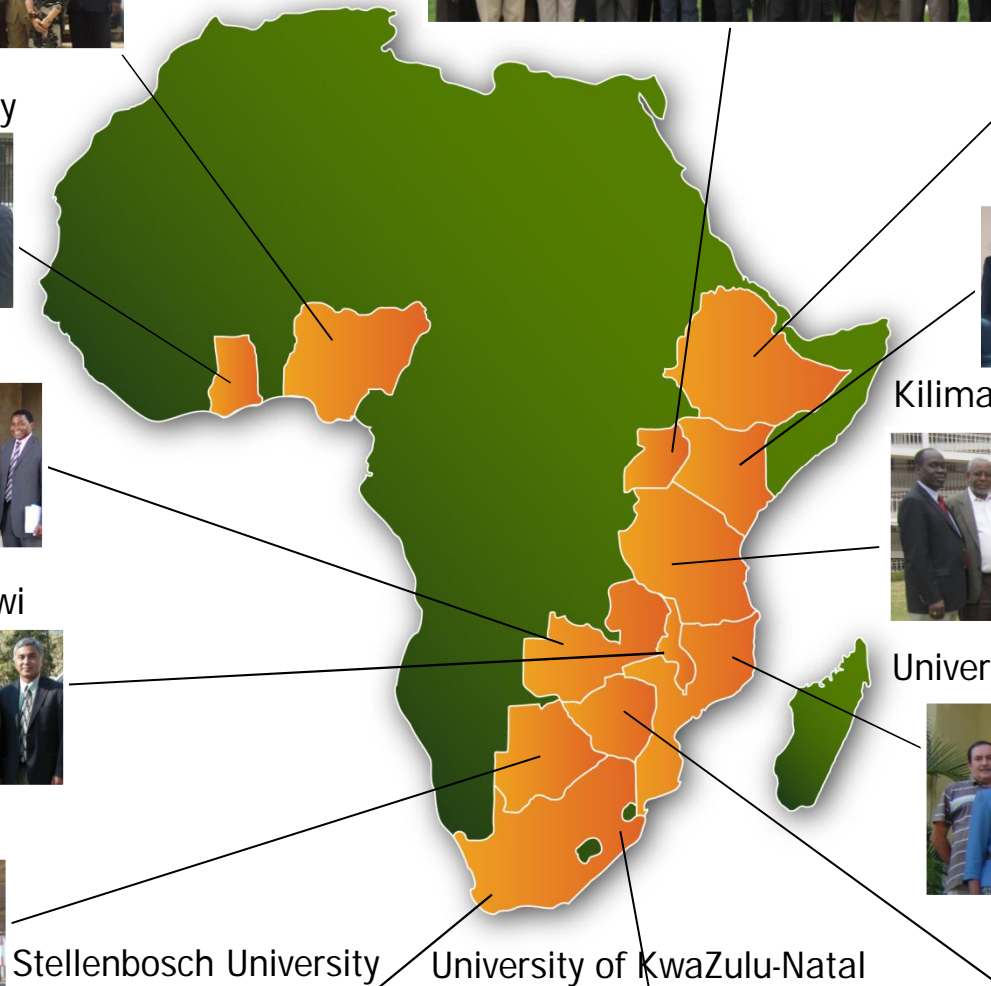
Stellenbosch University



University of KwaZulu-Natal



University of Zimbabwe



MEPI Aims

To Improve & Transform African Medical Education...

1. To increase quantity, quality and retention of physicians where they are most needed
2. Strengthen medical education system infrastructure
3. Build locally relevant research capacity



Photograph: AMREF




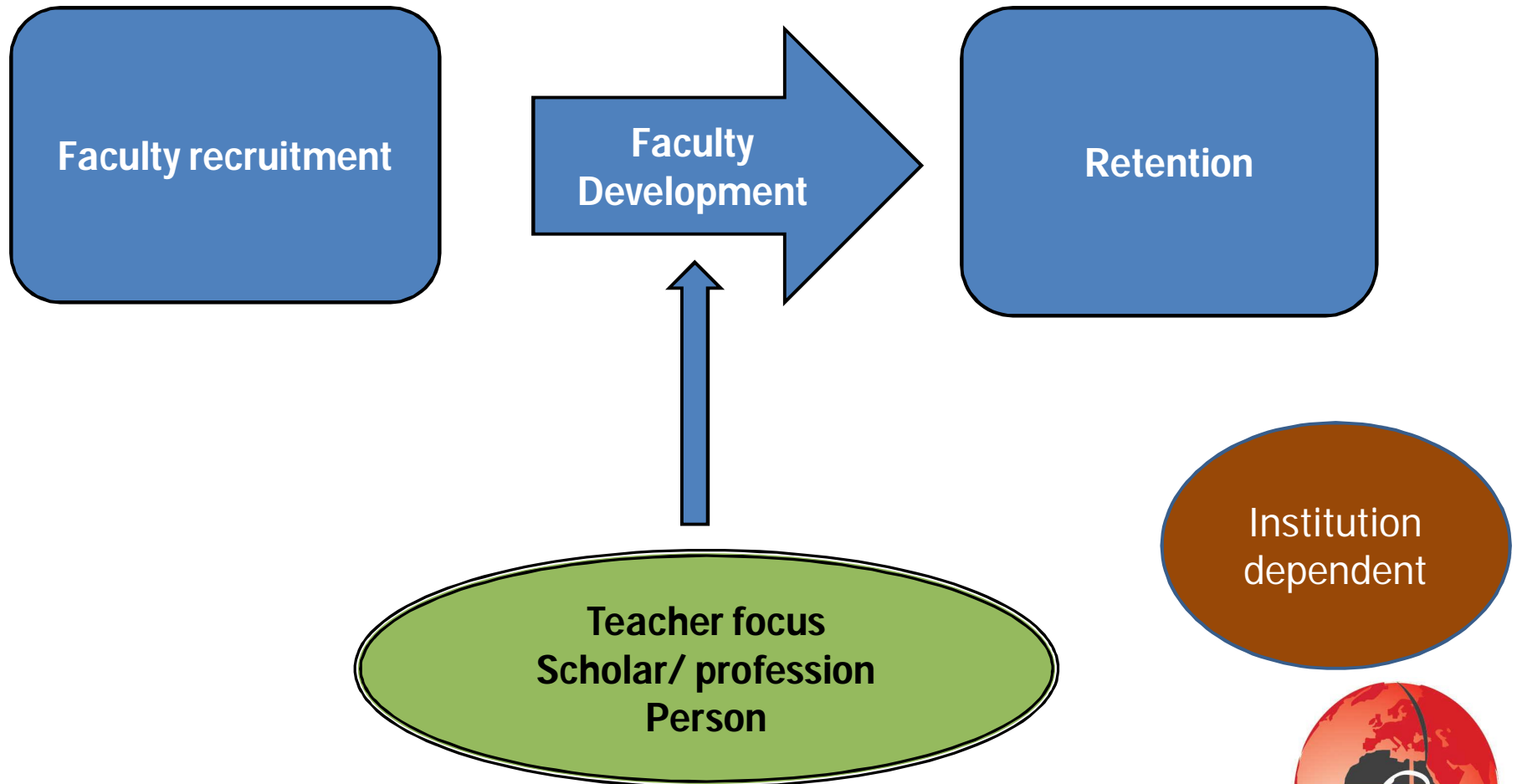
Photograph: NY Times



 Medical Education Partnership Initiative



- 
- Mullan et al noted that there is a big shortage of faculty in the sub-Saharan African medical schools.
 - This negatively impacts on the training of health professions in the region (2010).



Faculty Development



- Important for increasing capacity and *numbers*(retention?)
- Improves teacher effectiveness at all levels of the educational continuum
- All roles, teaching, research, writing, administration, management, leadership etc.



Medical Education Partnership Initiative



Aim / Purpose

- To establish the number of faculty at the MEPI schools
- Faculty: student ratios
- What the schools are doing to ensure they retain their faculty.

Methods

- Surveys were done yearly for 2 years, data was gathered and analyzed.

Results

- All 13 schools have a focus on faculty development.
- 8 have major activities on faculty development
- Using different strategies



Medical Education Partnership Initiative



Results cont

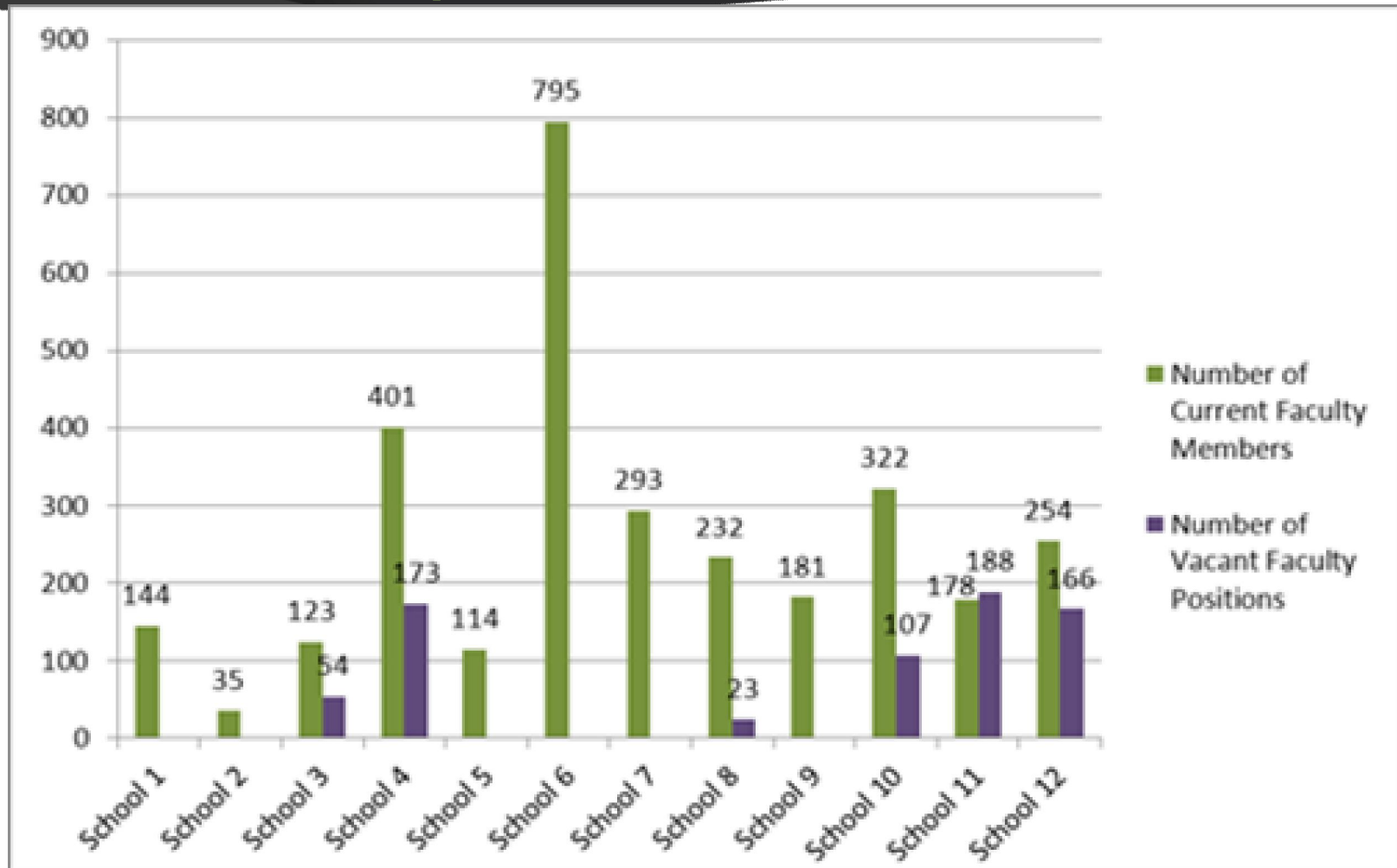
Enhanced activities	Number
Schools with MEPI funded faculty hires	4
Schools where MEPI funds have been used to sponsor visiting Faculty	7
Faculty positions filled, fully funded by MEPI	7
Faculty positions filled, partially funded by MEPI	28

Results

- There was an average of 204 full time medical school faculty among the 13 institutions.
- Average for all faculty 257
- Range 35 to 795
- The average ratio of full time faculty to medical students was 1:5
- Range 1:1.5 to 1:16.0
- These numbers indicated that schools varied greatly in the number of full time medical school faculty and the student faculty ratios.



Number of faculty and vacancies per school.



 Medical Education Partnership Initiative

Strategies

- All 13 schools have a focus on faculty development using different strategies,
- Short and long courses like Masters and PhDs,
- Mentoring and faculty exchange,
- Research and Medical Education support to provide faculty with development programs,
- Stimulate medical research and ensure the quality of curricula.



Short courses

- Training Firm Chiefs in research skills and academic career development
- Leadership training
- Two-day short courses for faculty on methods of teaching
- Offer short courses in Epidemiology and Biostatistics
- Training on innovative teaching e.g. PBL,TBL ICT.



Medical Education Partnership Initiative



Longer programs



- **FAIMER/SAFRI fellowships**
- **Specialized training in sub specialties e.g. Emergency Medicine**
- **Scholarship and fellowship opportunities for faculty**
- **Masters and PhD training(Msc, Mmed, MHPE)**



Faculty exchange programs

- Career development through North South faculty exchange
- Visiting professors/lecturers

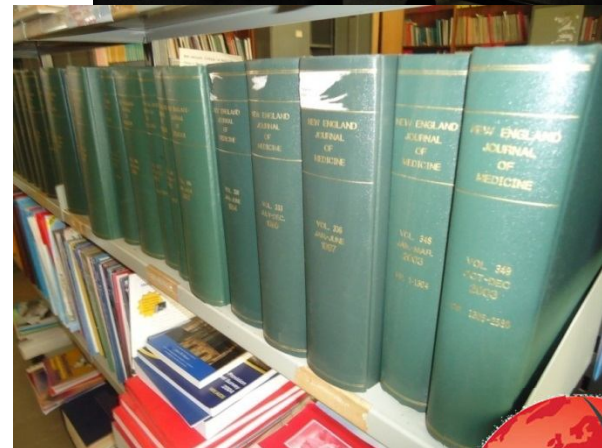


Medical Education Partnership Initiative



Research

- Research support centres
- Research Mentorship Relationships
- Research training programs
- Offer short courses on Epidemiology and Biostatistics
- Research grants for locally relevant research



Medical Education support

- Standards and guidelines of teaching expectations
- Medical Education innovation awards
- Teacher training for post graduates
- Establishing teaching and learning centers and medical education units (8)



Medical Education support

- Regional and international workshops
- Training of skills lab coordinators
- Medical Education infrastructure improvement (journals, eLearning, books, internet)



Medical Education Partnership Initiative



challenges

- Shortage of faculty
- Internal and external brain drain,
- Environmental factors like poor facilities,
- Remuneration and incentives and
- Increase in the number of medical schools



Conclusion

- MEPI is contributing to faculty recruitment, development and Retention
- MEPI schools have faculty shortages.
- They are trying to tackle the challenge using different useful strategies.



Thank you



 Medical Education Partnership Initiative