

## **Institute of Distinctiveness:**

### **University Department of Education for Health Professionals (UDEHP)**

**Capacity building in Health Professions Education (HPE) through establishment of advanced HPE Departments in all constituent colleges to foster high engagement, innovative T-L ecosystem.**

#### **1. Objectives of UDEHP**

- To orient every faculty to Health Professions Education Technologies.
- To equip faculty with sufficient skills to carry out research in various areas including Educational Research
- To conduct need based Faculty Development programs.
- To train faculty in newer trends in education
- To provide support in implementation of Competency and Outcome based Education affiliated Institutes.
- To impart leadership qualities, social and executive communication skills to achieve continued professional excellence.

#### **2. The context**

The present era has witnessed tremendous and rapid expansions in the field of Health professions education which calls for curricular, pedagogical and evaluation reforms. Further there is a shift in educational paradigm with focus now on teacher centric to student centric, knowledge based to performance based, classroom to blended and self directed & lifelong learning. In order to keep up with the developments, University has established a distinct Department of Education for Health Professionals (UDEHP) in the year 2007. The need to establish UDEHP was immense as unlike other Teaching Professions, the Health Professions Educators do not receive any formal training in education. UDEHP's mission is to create high quality, competent, caring and ethical health science professionals for future generations. UDEHP was established with the vision to be an outstanding Department, committed to create self-reliant and highly efficient global Health Care Professionals through quality education programs. Therefore

there was a great need for faculty development to bring in curricular reforms to create health care professionals with global relevance.

### **The Practice:**

Ever since the establishment of the University intense efforts have been towards the enhancement and sustenance of the quality of education. The University soon after it came into existence, responded to the global educational needs and established the Department of Education for Health Professionals (UDEHP) in 2007; a unique Department, the kind of which only few of the Universities in the country have established that strive towards empowering Health professions Educators. Immediately after its establishment, KAHER widened its horizons and established Education units at all health science disciplines viz, Medicine, Dentistry, Pharmacy, Ayurveda, Physiotherapy & Nursing, Homeopathy under the ambit of University Department of Education for Health Professionals (UDEHP), so that all the professionals or faculty belonging to various health science disciplines would be benefited

Faculty with advanced training in HPE in India and abroad undertake various faculty development initiatives in these Departments.

There are over 70 such faculty who have received advanced training (ACME), fellowships (FAIMER), Diploma (PGDHPE) and masters (MHPE) in Health Professions Education. Some of the faculty received training as Short term fellowships from UIC, Chicago, USA, as a part of collaboration of Institution.

The UDEHP meticulously plans the Calendar of events for each academic year and religiously executes the scheduled workshops and conducts the state of art training programs on various topics. The topics for UDEHP workshops are need-based, as proposed by various constituent units ( by conducting faculty survey), for overall faculty development and skills training of teachers, to adapt to ever evolving demands of newer curricular aspects s like Outcome based education, Simulation based education, Information and Communication Technology enabled teaching & assessment, Clinical documentation, Ethics, Professionalism, Medical humanities, Innovative teaching learning Methodologies, Leadership skills, Scientific writing, Educational scholarship, Publication ethics & Improving research

outcomes. These faculty development programs overall assure continuous quality improvement in education to make the stakeholders globally competent & locally relevant. UDEHP provides a unique interactive platform to faculty of all constituent health science disciplines to learn from renowned resource faculty of National & International repute and also interact with interdisciplinary faculty, share their good practices and grow together professionally.

The evaluation of these faculty development programs revealed that most they have had a significant impact on personal and professional development in-terms of, knowledge gained, skills acquired, enhanced communication, Interpersonal skills, organizational and leadership skills. Based on the training acquired from these programs, a number of scholarly activities have been conducted by the faculty resulting in enhancement in quality and number of research publications.

#### **5. Evidence of success:**

- The UDEHP evolved from the Department of Medical Education (DOME) at J. N. Medical College, (JNMC) Belagavi, which is the second oldest Department of Medical Education in Karnataka, as one of the pioneer Institutes for setting up a 'Medical Education Unit' way back in early 90s for training Teachers on Medical Educational Technology. Later the full-fledged Department of Medical Education was established in January 1994 and was inaugurated at the hands of Dr. M. Sachdeva, the then Secretary of Medical Council of India (MCI) on the occasion of Diamond Jubilee Celebrations of MCI, which was one of the important milestones in the journey of Medical Education of JNMC. The academic community started recognizing JNMC, not only in India but also overseas.
- One of the major milestones in the history of the department was achieved in February 1999 with the establishment of academic affiliation with its counterpart at University of Illinois (UIC), College of Medicine, Chicago, USA. Under this collaborative activity which extended over a period of five years, selected faculty from JNMC visited UIC for 'Fellowship on Medical Education.'
- KLE University re-established academic Collaboration with UIC Chicago in 2009. UDEHP launched The Post Graduate Diploma In Health Professions Education

(PGDHPE), a 2 year program involving the Educational Research Project, from the academic year 2010 to 2012 with academic inputs from the Department of Medical Education (DME), University of Illinois Chicago USA. Twenty candidates were admitted per year and a total of 60 participants enrolled in the course and 42 of them completed the course. This course was aimed at enabling the Health Science Professionals to acquire fine skills in Teaching Learning & Evaluation of students and imbibe administrative and leadership qualities.

- UDEHP has so far conducted a total of 293 hands-on workshops and 12,152 faculty across the disciplines have been trained in various areas of Health Profession's Education.
- **Three of the advanced Educational units of KAHER have been recognized for faculty development at National level by Governing councils.**

1. Department of Medical Education (DOME), at JNMC was recognized as "Regional Training Centre (RTC)" by Medical Council of India, New Delhi on 14 May 2011. The Centre was launched at the auspicious hands of Dr. M. Rajalakshmi, the Chief Consultant, Academic Cell of MCI. The Regional Training Centre was given the task to train the faculty of affiliated colleges in Medical Education Technologies. A total of 21 Medical colleges of North Karnataka, Maharashtra and Goa are affiliated under the RTC to train faculty for Basic Course in Medical Education (BCME), Attitude Ethics and Communication (AETCOM) sensitization Programs and Curricular Implementation Support programs(CISP) for faculty members of constituent colleges and for faculty of JNMC. So far over 7,500 faculty from JNMC and affiliated Colleges have been trained under RTC.

Considering the RTC's excellent performance, the MCI - Regional Training Centre for MET of J.N. Medical College, Belagavi was upgraded to the status of one of the first Ten "Nodal Centers for Faculty Development" in India, to conduct Advance Course in Medical Education (ACME) for Medical faculty in July 2014. The Nodal Center was launched at the hands of Dr. M. Rajalakshmi, The Chief Consultant, Academic Cell of MCI, along with the first onsite session of ACME on 9 Sept 2014. A total of 52 Medical Colleges from North Karnataka, Telangana, Maharashtra, Tamilnadu, Pondicherry and

Goa have been affiliated to NMC Nodal center at JNMC. So far, 347 faculty have been trained and certified through 14 batches of ACME.

2. KAHER's College of Pharmacy, Belagavi has been recognized by All India Council For Technical Education (AICTE) for Quality improvement program (QIP) since 1999 and as a Nodal cell for the year 2003 and 2004.
3. Educational Unit of Sri BMK Ayurveda Mahavidyalaya of KAHER was recognized as Regional Center for "Training to Teachers" by National Commission for Indian System of Medicine (then CCIM) since April 2015.

- **UDEHP has successfully organized International and National Conferences.**

1. **ICON –RIPE 2012:** (International Conference on Research & Training in Health Professions Education) 2012, with 13 Recourse faculty of International repute, from various countries including USA, Malaysia and Srilanka. The Conference benefited 274 participants across the country.
2. **NCPE 2016:** 4<sup>th</sup> National Conference in Pediatric Education: Oct 2016, with 9 renowned faculty across the country.
3. **NCHPE 2019:** 11<sup>th</sup> NATIONAL CONFERENCE OF HEALTH PROFESSIONS EDUCATION, in Nov 2019, with 60 renowned faculty from India and abroad. A total of 456 delegates participated across 15 states of India. 133 papers were presented in 8 parallel sessions over two days of the conference.

- Good number of faculty have been recognized and honored for their contributions to Health Professions Education by National Governing bodies and National associations like, NMC, NCISM, NAMS etc
- The innovative educational technologies implemented by faculty across disciplines have been disseminated in the form of over 110 Research publications in peer reviewed and indexed journals.
- UDEHP publishes a periodic bulletin called 'KLE–Edu Cause', a platform created by PGDHPE alumni to cover the most recent advances and latest news in Education.

## 6. Problems encountered

Teachers continue to carry forward the age old techniques in transferring knowledge, skills and practices. Motivation to accept change is a challenge and all institutes need to put in efforts to motivate the faculty to accept the innovative teaching learning methods. The attitude, skills and quality of teachers largely influences the students learning and hence the need for training.

The challenges faced were mainly in terms of,

- Sustaining motivation of teachers .
- Time constrains,
- Clinical work gets precedence over educational activities..
- Need to re-emphasize importance of Continuous Professional Development
- Resistance/attitudinal barrier to adapt the newer trends in teaching-learning & assessment and curricular reforms

## 7. Notes (optional)

With the establishment of advanced Educational Units in each constituent colleges,a number of innovative T-L activities and assessment have been implemented with positive outcomes like,

Improving clinical teaching.

ICT/technology/simulation based teaching

Flipped classroom/ blended learning

ATCOM / ethics / professionalism as a part of curriculum

Innovations in student's assessment, WPBA, Mini CEX etc.

Promoting educational research and publications

Program Evaluation: Evaluation of FDPs and Curriculum

Participation in accreditations and rankings

