

6. ACADEMIC STAFF/FACULTY

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 and 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.

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.

Annotations:

- ❖ 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.
- ❖ *Merit* would be measured by formal qualifications, professional experience, research output, teaching awards and peer recognition.
- ❖ *Service functions* would include clinical duties in the health care delivery system, as well as participation in governance and management.
- ❖ *Significant local issues* would include gender, ethnicity, religion, language and other items of relevance to the college and the curriculum.
- ❖ *Economic considerations* would include taking into account institutional conditions for staff funding and efficient use of resources.

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.

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.

Annotations:

- ❖ 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.
- ❖ *Recognition of meritorious academic activities* would be through rewards, promotion and/or remuneration.
- ❖ *Sufficient knowledge of the total curriculum* would include knowledge about instructional/learning methods and overall curriculum content in other disciplines and subject areas with the purpose of fostering cooperation and integration.
- ❖ *Teacher training, development, support and appraisal* would involve all teachers, not only new teachers, and also include teachers employed by hospitals and clinics.