

KCMC MEPI UPDATES

July 2015



Medical Education Partnership Initiative

Outline

- KCMC MEPI Background
- MEPI Themes
- Resources obtained through MEPI
- Predicted Outcomes Year 5
- Actual outcome
- Beyond KCMC and KCMUCo
- Key ingredients for sustainability



Background

- KCMUCo School of Medicine had a robust curriculum

However,

- Implementation gaps existed mainly due to;
 - high faculty – students ratio
 - scarce teaching resources,
 - low emphasis on faculty teaching skills
 - Pedagogy and Continuing professional education
 - faculty motivation to teach



Background

Areas that needed strengthening

- Leveraging ICT solutions to enhance curriculum implementation
- Training of research in medical school curricula
- Enhancement of Laboratory skills
- Faculty satisfaction/ retention
- Enhancement of Clinical Clerkship rotations
- Enhancement of community based education



MEPI THEMES

- Increase the number of well trained health care workers to provide leadership in service, delivery, academia, research and policy in Tanzania
- Retain health care workers in Tanzania to increase access to health care
- Invest in regionally relevant research
- Sustainability
- Community of Practice



KCMC MEPI Specific Objectives

- ✓ To enhance medical education at KCM College and KCMC by implementing creative learning and teaching approaches
- ✓ To introduce Mentored Research and training program for students and faculty
- ✓ To transform the culture of teaching and learning at KCM College and KCMC



KCMC MEPI Specific Objectives

- ✓ To develop and maintain career tracking database for KCMUCo alumni
- ✓ To engage KCMUCo alumni
- ✓ To develop and maintain career counseling services for students and alumni
- ✓ To enhance and expand community based education and research activities for students



KCMC MEPI Specific Objectives

- ✓ To enhance the use of evidence based medicine through improved library resources
- ✓ To support research through critical appraisal of medical literature
- ✓ To sustain the transformed educational environment beyond the period of MEPI funding



Resources obtained through MEPI funding

- ✓ Robust ICT infrastructure – Campus Area Network (CAN) -Fiber Optic backbone (20 years investment)
- ✓ Reliable internet services (~16 MBps)
- ✓ e-Library tools*
- ✓ Portable devices for students and faculty (~750)
- ✓ Computers for students and faculty lab (>230)
- ✓ Renovation of students wet lab**

- * Space renovation and equipment purchased by college

- ** Supplies and equipment purchased by college



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Resources obtained through MEPI

- ✓ Upgrade and introduction of AV and VC systems
- ✓ LMS – hardware, software and support (KCMUCo and HKMU)
- ✓ Establishment of the MOOC lab
- ✓ Expand continuous medical education
- ✓ Introduction of standardized examination- NBME
- ✓ Introduction of computer-based assessments using the LCMS system



Resources obtained through MEPI

- ✓ Faculty supplemental salary scheme
- ✓ Teaching excellence program
- ✓ Funding for Medical Education Innovation program (MEIP)
- ✓ Funding Mentored Research Training Program (MRTP)



Resources obtained through MEPI

- ✓ Hiring of key Human Resource
- ✓ Purchase of vehicles to transport students and faculty to rural training sites
- ✓ Funding for community based research mentors
- ✓ Enhancement of Ethical review systems



Predicted outcomes at five years

- ✓ Maintain 100 graduates per year; maintain intake of 150 first years
- ✓ Adoption of e-learning methodologies in the medical training curriculum
- ✓ Adoption of TBL pedagogy in teaching
- ✓ Improved retention rates of faculty
- ✓ Integration of standardized examination in medical education curriculum
- ✓ Rural sites clinical clerkship fully integrated



Predicted outcomes at five years

- ✓ High percentage of faculty reporting satisfaction with their jobs
- ✓ Higher percentage of students taking standardized tests receive a "passing score"
- ✓ High number of competitive applications for Education Innovation programs and Mentored Research Training programs



Predicted outcomes at five years

- Higher number of abstracts and publications presented at local and international research meetings
- Developed communication methods for maintaining contacts with alumni.
- Developed strategies of alumni engagement
- Career counseling services offered at KCMUCo



Actual Outcome

- ✓ Operations team hired (attracted a new cadres of employees e.g. instructional designers)
- ✓ Admission rates maintained at >150
- ✓ Number of teaching faculty increased (96- 108)
- ✓ E-learning (LCMS+) full integrated in the medical school and introduced to other medical schools
- ✓ Team Based Learning integrated in Basic Sciences
- ✓ Rural clinical clerkship rotations fully established.



Actual Outcome

- ✓ NBME exams conducted for Basic and clinical sciences
- ✓ Wet lab skills training now offered at KCMUCo (other regional/ international trainings conducted)
- ✓ MOOC
- ✓ eLibrary equipped
- ✓ 4 rounds of Mentored Research Training Program (MRTP)
- ✓ 4 rounds of Medical Education Innovation Program (MEIP)



Medical Education Innovation Program Distribution

1 ST Call	2 ND Call	3 RD Call	4 TH Call
KCMUCo Media Centre- General Surgery	Rapid Diagnostic Tests in Physiology- Wet Laboratory	Rapid Diagnostic Tests Toolkit - Wet Laboratory	Enhancing the teaching of venepuncture - Wet Laboratory
E-Library- KCMUCo Library			Enhancement Of The Provision Of CPD- Christian Social Service Commission
Community Bus- Community Health Department.	Improving teaching practical anatomy by use of audio visual and information technology – Anatomy and Neuroscience	Deployment of LCMS+ at Hubert Kairuki Memorial I University – HKMU Dar es Salaam	Enhancing Medical Education preceptorship – MUHAS Dar es salaam
			Reciprocal Peer Teaching – CUHAS Mwanza



Mentored Research Training Program (M RTP)

OVERALL

SN	Research Area	Submitted	Awarded
1	Community Studies	14	2
2	Bacterial & Parasitic infections	27	13
3	Reproductive Health/ HIV	26	17
4	Pediatrics & Child Health	12	9
5	Non Communicable Diseases	26	14
6	Educational System	4	0
7	Total	109	55



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Actual Outcome

- **From first round to fourth round;**
 - 61 Mentors (faculties-Clinical and Basic Sciences) have been engaged in the Program
 - 144 Medical students have been engaged as Mentees
 - 11 Mentees – Non medical students
 - 9 Papers has been published in scientific journals
 - 7 Research study results have been presented in International Scientific Conference
 - 31 studies have been presented locally



2014 MRTP Symposium



Actual Outcome

- ✓ Alumni engagement
- ✓ Career counseling services
- ✓ Teaching excellence program established
- ✓ Performance based supplements established
- ✓ Improved faculty satisfaction
- ✓ Enhanced Continuing Professional Education
- ✓ Several publications and abstracts presentations at national and international meetings



Beyond KCMUCo and KCMC

- ✓ Under the Forum for Universities and Colleges of Health Sciences (FUCHS), MEPI supported
- ✓ Hubert Kairuki Memorial University (HKMU) -2 Programs
- ✓ Christian Social Services Commission (CSSC) – 1 Program
- ✓ Catholic University of Health and Allied Sciences (CUHAS) – 2 programs
- ✓ Muhimbili University of Health and Allied Science (MUHAS) – 1 program



Ingredients for sustainability

- ✓ Institutionalization of the project - MEPI has been a part of the University
- ✓ Involve all organs in the University e.g. Board of Governors, Staff College Statutory Meetings, Students forums
- ✓ Commitment and dedication from the leadership
- ✓ Clear, fair, firm reward/recognition system
- ✓ Introduction of small changes at a time
- ✓ Embedding M&E within the project for quality improvements



Ingredients for sustainability

- ✓ Engagement in challenges facing students
- ✓ Genuine support from University that involves resource allocation to support initiatives beyond MEPI support! E.g. Wet Laboratory supplies, 90 iMacs, E-Library renovation etc...
- ✓ Harnessing the role of US partners.
- ✓ Finally a team of dedicated hardworking young women and men who have a hunger for change!!!!



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