

**STRATEGIC
PLAN FOR
KABUL
MEDICAL
UNIVERSITY**

**KABUL MEDICAL
UNIVERSITY
(KMU)**

Kabul Afghanistan

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Background / statement of problem:

1- GENERAL INFORMATION:

- Kabul Medical University is a public institution
- Its campus is situated in western Kabul

2- Aim:

To provide optimum advanced comprehensive and free medical education for each student.

To serve as a consultative body in health related issues

3-HISTORICAL BACKGROUND:

- Founded in 1311 H (1933) as the first faculty in in Afghanistan at Kabul city.
- At the beginning, Turkish professors and after them French professors were recruited to teach medical science for Afghan students.
- At 1980 promoted to Institute of Medicine Kabul, which besides the already existing faculty of medicine, included two newly founded faculties i.e., pediatrics and stomatology.
- In 1383H (2004) it was promoted to Medical University.
- In 2006 the nursing faculty included to the University.
- The University has 2792 students(70%male 30%female), 36clinic Para clinic and basic science departments with 221 teaching staff(27female and 194male) and 184 other employees.

4- MISSION STATEMENT:

To provide today's students with an accessible, comprehensive and free of charges medical education of the good quality. To carry out scientific researches and to pay attention to the development of its staff members' skills

5- THE ORGANIZATION STRUCTURE OF UNIVERSITY:

1- The Chancellor and three vice chancellors(Academic,Student's and administrative affairs)

2- The Academic Council

3- The Faculties (Faculty of Medicine, Faculty of Pediatrics ; Faculty of Stomatology and Faculty of Nursing)

4- Department of Education Development

5- The Research Center

6- Two teaching Hospitals

7- Executive Board of the University consists of the chancellor, three vice chancellors, deans of researches center and department of education development, dean of teaching hospitals and deans of tree faculties.

8 – Publishing center

8- Special Committees:

- Scientific committee for teaching staffs affairs,
- Educational Committee
- Administrative committee,
- Research and publication committee.

8- The Library : The library contains about 20 000 books and free internet access.

9- Administrative supporting offices

statement of problem

Unfortunately due to three decade's of war in the country, most of the system, technical and non technical equipments, electrical system, water supply system of the Laboratory departments are destroyed, and these departments cannot provide practical work for students effectively.

Objectives (for details see annexes):

- To train undergraduate and post graduate medical students
- To build on capacity of professional personnel e.g. professors, lecturers and assistant professors
- To conduct scientific researches, conferences and workshops.
- To improve foreign language skills for KMU staff.
- To standardize teaching and pedagogic methodologies.
- To update curriculum of medicals faculties in regular basis and to develop curriculum for nursing faculty.
- To harmonize Para clinic, public health and clinical departments and subjects
- To arrange lectures/presentations and practical works. for students and trainees
- To coordinate and exchange teaching materials with international medical institutions
- To equip departments and laboratories
- To renovate respective hospitals and teaching departments

- To construct new buildings for teaching hospitals and for nursing faculty.
- To set standards for hospital management by adopting MOPH hospital management standards.
- To reform (KMU and related hospitals) administration systems.
- To improve administrative and logistic services.
- To equip classrooms with modern teaching materials and instruments.
- To make standard examination and evaluation system for students
- To arrange transportation for students from KMU to related hospitals for practical works.
- To arrange facilities for students of the nursing faculty.
- To improve and standardized learning materials for students of the faculties of medicine.
- To prepare (develop) learning materials for students of the nursing faculty

Outcomes:

- Graduate qualified general practitioners from various faculty of KMU.
- Specialist's health professionals through conducting specialization training programs.
- Health services through teaching hospitals for people.
- Research.

Academic Directorate:

- Conduct at least two TOT courses/workshops on teaching methodology for KMU lecturers.
- Ten scholarships for master degree and five scholarships for PhD for different medical disciplines every year.
- Short term scholarships for different departments.
- Scholarships for lab technician's capacity building.
- Settlement of various departments to their related faculties to revise the structure, organ gram and TOR of KMU departments.
- Relations/coordination between various Medical Universities inside/outside the country.
- To recruit professors specialists for training and sharing their experiences with KMU Professors (especially for Gyne/Obs, Radiology, Anesthesiology, Physiology and Pathology departments).
- Establishment of operation theaters for the following departments
 - For Pediatrics surgery.
 - For Gyn/Obs surgery.
 - For Neurosurgery.
 - For cardiothoracic surgery.
- Standardization of Abdominal surgery Operation Theaters for university hospitals.
- To provide text books, stationeries, printing and publishing facilities to standardize learning materials.
- Providing of equipments for different laboratories which are in need (biochemistry, chemistry, justice

- medicine). (In case of need the needed equipment list will be available).
- Conduction of academic conferences in each department levels.
 - To improve/expand of the research center (Technically and financial).
 - Conduct training workshops for on research methodology.
 - Establishment of a good relation/coordination with MoPH.
 - To establishing of computer department, and pediatric dental department.
 - Coordination between clinics and Para clinic departments.
 - Recruit new technicians for biochemistry, histology, pathology and Public health departments.
 - Promote the lecturer's life, through providing houses, income and salary scales.
 - To improve and standardized learning materials for faculties of medicine.
 - To develop/prepare learning materials for nursing faculty.
 - To construct a polyclinic building for OPD in order to facilitate teaching prevalent (Common) diseases for students and house job graduates.

Deputy chancellor for student's affair:

- Establishment of IT center in KMU.
- Provision of updated learning/reference for KMU library.

- Training workshops on credit system for teachers.
- Construction of gyms for students.
- Construction of dormitory for male and female students.
- Provision of shelves for students' records.
- Provision of transportation for students for their practical period to hospitals and the way back to KMU
- Provision of student's database.

➤ **Organizational Structure and Administration:**

- Renovation of two teaching hospitals.
- Renovation of KMU departments.
- Renovation of KMU building (office administration, classrooms, laboratories... etc)
- Renovation of KMU auditorium.
- Construction of new teaching hospital and polyclinic for OPD in order to facilitate teaching prevalent (Common) diseases for students and house job graduates.
- Construction of ware house for Maiwand Teaching Hospital.
- Providing of medical equipments for teaching hospitals.
- Construction of the infection disease hospital in Ali Abad area.
- Renovation of all departments, lanes and gardens of the university hospital (situated in university campus)
- Building of mortician room
- Buildings for stomatology clinics
- Building for faculty of nursing
- Building the new pediatrics ward in Maiwan university hospital
- Repairing of central heating system at the university campus

- Continuation of the repairing works on power supply/wiring and water supply system at the university campus.
- Standardize the stock management system at university campus and its related hospitals.
- For raising and creation of capacities of KMU lecturers and for elevation of quality level teaching affairs it is highly need to make an strategic plan.
- For achieving such goods, we work to raise the level of knowledge of KMU lecturers.
- Present numbers and degrees of KMU lecturers are as below:

All mention 220 lecturers work for KMU.

Out of that number is 195(88.6%) are male and 25(11.3%) are women.

4 person have PhD which makes 1.8%

148 person have Master degree which makes 67.2%

69 person have Bachelor degree which makes 26.8%

Strategic plan for improvement of Knowledge skill of KMU lectueres in 3 – 6 and 10 next years is as below:

A:

- a. number of women lecturers for next 3 years will be 20%
- b. number of women lecturers for next 6 years will be 40%
- c. number of women lecturers for next 10 years will be 50%

B:

- a. number of lecturers with master degree in next 3 years 160(72.7%)
- b. number of lecturers with Master degree in next 6 years 190(86.3%)
- c. number of lecturers with Master degree in next 10 years 220(100%)

C:

- a. number of lecturers with PhD in next 3 years 10(4.5%)
- b. number of lecturers with PhD in next 6 years 40(8%)
- c. number of lecturers with PhD in next 10 years 50(10%)