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Introduction to GMU’s Research Strategy

GMU has established its research strategy aimed at being among the leading research universities and strengthening its position as a national and regional model for research. The university’s research strategy is aligned with its mission and vision. Additionally, the research strategy is aligned with the national research directions of the UAE.

GMU’s Vision:

An internationally acclaimed sustainable Academic Healthcare Institution

GMU’s Mission:

Pursue excellence in education, healthcare, and research with a focus on innovation, sustainability, social accountability, and strategic partnerships.

GMU’s Research Vision:

Inspired by the broader vision of GMU, our research endeavours aspire to position GMU as an internationally acclaimed powerhouse of innovative and sustainable research in healthcare.

Our aim is to cultivate a thriving research ecosystem, with a dedicated focus on capacity building and promoting interdisciplinary research in fields like oncology, diabetes, and profession health education. Fuelled by a synergy with global centres of excellence.

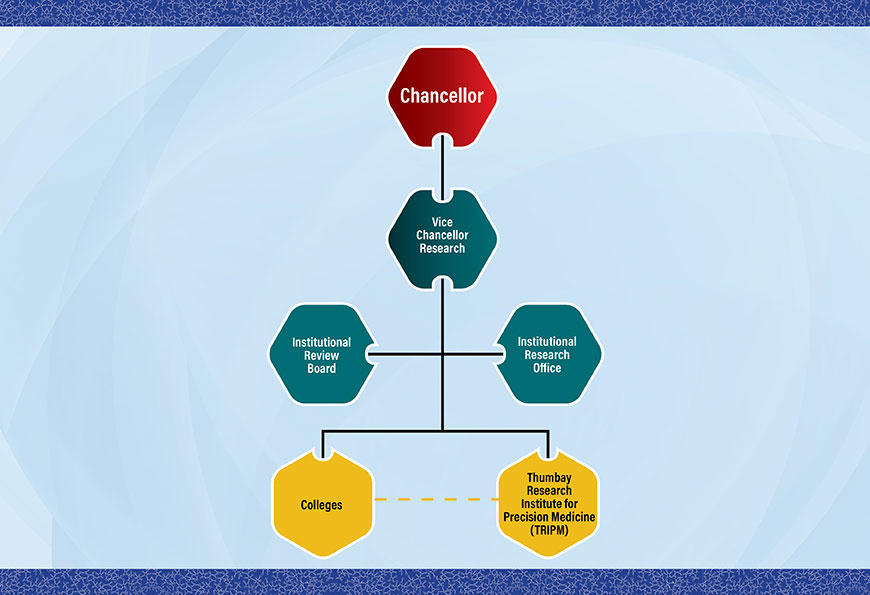
GMU’s Research Mission:

In alignment with GMU's holistic mission, our research mission is to relentlessly pursue excellence and innovation in healthcare research.

We aim to conduct transformative basic, translational, and clinical research that emphatically translates scientific results into practical clinical applications, primarily focusing on cancer and diabetes. With innovation and a continuous commitment to excellence at the core, we aim to bolster human capacity and physical resources essential to navigating contemporary health challenges. Striving for excellence, innovation, sustainability, and social accountability, we seek to foster a conducive environment for comprehensive education, training, and groundbreaking research that resonates with global standards and propels healthcare paradigms forward.

Research Governance:

The GMU research organizational chart is designed to clarify different roles and responsibilities, facilitate communication and collaboration, and enable effective monitoring and evaluation of its research strategy. The Vice Chancellor for Research (VCR) is responsible for overseeing and coordinating the research activities at GMU. Furthermore, the VCR works closely with the Chancellor to ensure that all the research activities align with the university's mission and goals.



Institutional Research Office

The institutional research office plays a crucial role in supporting the research activities of the university and helps to ensure that research is conducted efficiently, effectively, and in compliance with GMU research regulations and policies ([Link: Office of Vice Chancellor Research (GMU website)](https://gmu.ac.ae/aboutgmu/office-of-the-vice-chancellor-research/).

The institutional research office has the following responsibilities and duties:

* Providing regulatory support through updating all colleges about all research opportunities such as grants, workshops, conferences and upcoming seminars ([A4.2.6: VCR email for annual call for internal grant application](https://drive.google.com/file/d/1AoLg_I21e7ip2_qquICsZCL4Btq4UdQp/view?usp=drive_link)).
* Coordinating research collaborations and partnerships.
* Supporting and assisting the researchers to obtain ethical approval for research projects through communicating with the Institutional Review Board (IRB) of GMU.
* Managing the research budget through tracking expenses, preparing budget reports, and ensuring that research activities are conducted within budget constraints.
* Facilitating grant and proposal submission by assisting researchers with the development and submission of grant and funding proposals and may provide guidance on funding sources and requirements.

Institutional Review Board

The primary objective of the Institutional Review Board (IRB) of the GMU-Academic Health System is to oversee and monitor research activities to ensure compliance with research ethics principles and safeguard the rights and well-being of research participants, both human and animal subjects [(](https://drive.google.com/file/d/17KRUZlxdfCsrfGvdloUDlacMH5yGoexx/view?usp=share_link)[Link: Institutional review Board (IRB)- Term of References](https://www.qa.gmu.ac.ae/terms-of-reference-1/d740762d-d803-4453-aab4-5cbe36642644)). The IRB comprises a panel of members and invitees, which include external specialists and subject matter experts. The IRB operates centrally under the purview of the Office of the Vice Chancellor for Research, and convenes twice per semester to deliberate on research projects ([A4.2.18: Example of IRB meeting minutes](https://drive.google.com/drive/folders/1VH4spjhqGWR-QJkoC0ERDKdrzWDLcXJ3?usp=share_link)). The IRB members discuss the research proposals that have been internally reviewed by the respective college research committees. Between July 2020 and June 2022, the GMU-IRB has approved a total of 378 research projects (as shown in the figure 3 below) that were submitted by various colleges within GMU. The list of Projects and IRB approval letters- July to Dec 2020:  [A4.2.19: List of Projects and IRB approval letters (July to Dec 2020)](https://drive.google.com/drive/folders/16bYM1lopGtx0Br5Vu0q4Y4Ej1VI2Fxri?usp=share_link), Jan to June 2021: [A4.2.20: Jan to June 2021 proposals](https://drive.google.com/drive/folders/1drqpQemCGMdVOyUl7aA2nTjOVFWQv3ac?usp=share_link), July to Dec 2021: [A4.2.21: July to Dec 2021 proposals](https://drive.google.com/drive/folders/1zBOVUc8lRGwYUAaCgbh9fwcsicdBO3jZ?usp=share_link) and Jan to June 2022: [A4.2.22: Jan to June 2022 proposals](https://drive.google.com/drive/folders/1LmGDMRZp2367y4_3s5dMva0ofTJvUnlX?usp=share_link)).

Strategic Goal:Developing Solution-Focused Research with an impact on healthcare and health professions education.

Strategic Objectives:

1. Foster a research and innovation culture within GMU and offer the necessary supporting environment.
2. Developing research abilities of faculty and students.
3. Diversify and sustain funding resources for research projects and maintain the concept for endowed research chairs to build continuous legacy funding.
4. Activate the Thumbay Institute of Population Health.

Scholarly activity and Innovations**:**

Gulf Medical University (GMU) has cultivated a dynamic ecosystem of scholarly activity and innovation as a cornerstone of its research strategy, striving for advancement in medical education and healthcare outcomes. Central to this strategy is the focus on enhancing the breadth and depth of research publications, where faculty have been prolific, resulting in a four-fold increase in publications between 2017 and 2022. GMU has fostered a culture of continuous learning and knowledge dissemination through active participation in, and organization of, national and international conferences, workshops, and symposiums. Collaborative initiatives, such as partnerships with industry, government, and non-profit organizations, have enabled a multidisciplinary approach to research, driving innovative solutions and technological advancements in healthcare.

Emphasizing innovation, GMU has spearheaded initiatives in developing new technologies and methodologies, and in the translation of scientific discoveries into practical applications and therapies. The university’s commitment to fostering innovation is reflected in its establishment of dedicated platforms like Research Day. This annual event underscores GMU's dedication to promoting a culture of research, innovation, and collaborative exploration, providing faculty, staff, and students a vibrant platform to showcase their research prowess and engage with global advancements and networks.

Furthermore, GMU’s innovative educational strategies are epitomized by programs such as the “Future Scientists of UAE.” This unique program underlines GMU’s dedication to nurturing future scientists by immersing high school students in intensive biomedical research experiences, thereby ensuring that the spirit of inquiry, innovation, and scholarly activity is fostered from a young age. Moreover, GMU’s mentorship and academic advising frameworks exemplify a robust support system, ensuring that students are holistically guided and supported in their academic and research pursuits, aligning with GMU's strategic vision of nurturing innovation and scholarly excellence in medical education and healthcare research.

Strategy and Policies:

GMU developed and implemented several well-defined clear policies to ensure that the research activities are aligned with the organization's overall goals and objectives. All research policies are in alignment with the requirements of the CAA standards and undergo periodic reviews according to a structured digitalized process. These policies are readily accessible to all faculty members via the QA&IE unit portal.

* **Research support** ([GMU-POL-S04-001: Research Support](https://www.qa.gmu.ac.ae/policies04/research-support)) aims to  provide guidelines for all types of research support including time release, personal training, grants, publications, conference fees covered  by Gulf Medical University to enhance Research and Scholarly Activities.
* **Publication fees coverage**  ([GMU-POL-S04-005: Publication Fees coverage](https://www.qa.gmu.ac.ae/policies04/publication-fees-coverage)) aims to encourage high quality publications by GMU faculty, staff and students in peer reviewed scientific journals by covering all or some of the publication fees.
* **Internal research grant** ([GMU-POL-S04-006: Internal Research Grant](https://www.qa.gmu.ac.ae/policies04/internal-research-grant)) regulates the process of internal research grants given by Gulf Medical University to enhance Research and Scholarly Activities. GMU encourages faculty to conduct serious scientific research and publish their findings in high impact Scopus indexed journals. Multi-disciplinary research is encouraged through collaboration of faculty between different colleges of GMU. It is considered as one of the key strategic objectives for the colleges.
* **Commercialization of research output** ([GMU-POL-S04-004: Commercialization of Research Output](https://www.qa.gmu.ac.ae/policies04/commercialization-of-research-output)) aims to set forth the rules applying to ownership, distribution, and commercial rights to intellectual property developed by GMU employees in alignment with the UAE law. It provides protection to Inventors and offers them legal protection of Intellectual Property while ensuring equitable returns to the University in support of its mission.
* **Ethical research**: ([GMU-POL-S04-002: Ethical Research](https://www.qa.gmu.ac.ae/policies04/ethical-research)) aims to increase awareness of integrity issues among researchers and to encourage scholars to assume personal responsibility.  Research ethics govern the standards of conduct for scientific researchers. It is important to adhere to ethical principles to protect the dignity, rights, and welfare of research participants. Researchers are expected to maintain high ethical standards in research and consider it as their central and critical responsibility and shall not tolerate any research misconduct.
* **Copyright & Intellectual Property Policy** [GMU-POL-S10-003: Copyright and Intellectual Property](https://www.qa-gmu.com/policies10/copyright-and-intellectual-property): GMU’s copyright and intellectual property policy is critical for protecting the rights of researchers and promoting innovation and creativity in a range of fields. It establishes clear rules and guidelines for the use and distribution of intellectual property; the policy helps to ensure that original works of researchers/authors are respected and properly compensated.
* **Student research** ([GMU-POL-S04-003: Student Involvement in Research](https://www.qa.gmu.ac.ae/policies04/student-involvement-in-research)) that aims to provide guidelines for student engagement in research within the different colleges and research institutes of Gulf Medical University.
* **Funding graduate student research projects** [GMU-POL-S04-007: Funding Graduate Student Research Projects](https://www.qa.gmu.ac.ae/policies04/funding-graduate-student-research-projects). It provides guidance to postgraduate students regarding the availability of essential research support, access to necessary equipment, and research funding.
* **Faculty workload policy:** ([GMU-POL-S05-007: Faculty Workload](https://www.qa-gmu.com/policies05/faculty-workload)) Accordingly to this policy, each faculty supervising student theses or research project has a workload of 0.5 credits. In addition, the college gives a time release for the faculty who are active in research and publications.
* **Academic promotion** ([GMU-POL-S05-020: Academic Promotion](https://www.qa-gmu.com/policies05/academic-promotion)) that aims to regulate the promotion process of Gulf Medical University by setting forth evaluations of rules and regulations of the candidate’s contributions to education, research, and service to the college.
* **Professional development for faculty and Staff** ([GMU-POL-S05-006: Professional Development Policy for Faculty and Staff](https://www.qa-gmu.com/policies05/professional-development-policy-for-faculty-and-staff)) aims to have a proper mechanism for professional development of all faculty and staff of GMU. It guides the policy and procedures for attending professional conferences.

Research Priorities and Focus Areas:

Research Directions

The research strategy is aligned with the institution's vision, mission, and values, and is aligned with the UAE national research directions:

* + - * Developing solution-focused research for diseases that are prevalent in the UAE and the region such as diabetes and cancer.
      * Development of new technologies and innovations to enhance the training and education of healthcare professionals.

Research Priorities

* + - * Cancer.
      * Diabetes.
      * Infectious Diseases.
      * Medical Education.
      * Public Health & Healthcare Management.

Resource Allocation:

Gulf Medical University has established and consistently implemented transparent and comprehensive processes to support research activity in alignment with its mission. This is demonstrated through the following key elements:

Empowering Faculty Engagement in Research and Scholarship**:**

GMU has established a faculty track system which categorizes faculty into different tracks based on education, research, and clinical service, to align their involvement with the university's goals. The tracks include;

* The Educator / Researcher (Regular) Track:
* Education Track “Non-Clinical” - 70% Education & 30% Research
* Education Track “Clinical”- 60% Education, 20% Research & 20% Clinical
  + The Researcher / Educator Track: 70% Research and 30% Education
  + The Clinical / Educator Track: 80% Clinical, 20% Education & Research

The university expectations from the faculty in each track are clearly stated in the Faculty Handbook ([A4.2.1: GMU Faculty Handbook 2023, Page 30-33](https://drive.google.com/file/d/1Ni8f5XdkSmJBcHLRbfMoQijXIlXbmYNj/view?usp=sharing)). Moreover, GMU has a policy that allows research release to its faculty who are research active up to 3 credits and 0.5 credits for faculty who are supervising a student thesis ([GMU-POL-S05-007: Faculty Workload](https://www.qa-gmu.com/policies05/faculty-workload)).

Furthermore, the university is using research and scholarly activities as a major component in the decision of faculty promotion ([A4.2.3: List of Promoted Faculty members](https://docs.google.com/spreadsheets/d/1Otkq4UAz9fCoWk7LbTya6YQGeYWBCmus/edit?usp=sharing&ouid=111873296332883887093&rtpof=true&sd=true)). In addition, the university provides resources and support to enable faculty members to engage in research and scholarly activities. This includes access to research facilities, equipment, and funding opportunities. Additionally, the university is continuously offering faculty development programs including workshops, training, and mentorship programs to enhance faculty research skills and expertise.

Furthermore, to enhance faculty engagement in different research and scholarly activities, the university has reached a significant milestone by establishing the Thumbay Research Institute for Precision Medicine ([Link: GMU-TRIPM webpage](https://gmu.ac.ae/tripm/)). The institute serves as a centralized research center that aims to bring together researchers with shared interests and expertise from the university. This serves to enhance collaboration and interdisciplinary research among all GMU faculty, leading to more impactful research.

Finally, GMU engages research-active faculty in various committees, such as the Colleges Research Committee and GMU IRB, in order to foster a sense of ownership and responsibility among faculty members with regard to decision-making pertaining to the university's research domain ([A4.2.4: List of Faculty names of College Research Coordinators](https://drive.google.com/file/d/1ODyAK_Ph0rS7Je9qp6hnHFvp_V0rhn-0/view?usp=sharing)).

Allocating Resources for Faculty Research and Innovation:

GMU allocates a minimum of 5% of its total operational expenditure annually to support faculty research, innovation, and scholarly activities. This reflects GMU’s commitment to research, and the funds are utilized for the creation, integration, and application of knowledge.

Establishing Clear Procedures for Securing Research Support:

GMU has a transparent set of procedures for faculty members to secure research support. These include a process for claiming publication fees and soliciting internal grants. These procedures are detailed in various policies, such as

[GMU-POL-S04-005: Publication Fees Coverage](https://www.qa-gmu.com/policies04/publication-fees-coverage) outlines the process for claiming publication fees.

The procedures for the solicitation of internal grants, as outlined in [GMU-POL-S04-006: Internal Research Grant](https://www.qa-gmu.com/policies04/internal-research-grant).

The process commences with the Office of VCR releasing an annual call for grant applications ([VCR email for annual call for internal grant application](https://drive.google.com/file/d/1AoLg_I21e7ip2_qquICsZCL4Btq4UdQp/view?usp=drive_link)).

[Letter- Approved Funding for Grant application](https://drive.google.com/file/d/1Nl6nHfcDT4T2pJMBFqfID5Fh1BiQtzOB/view?usp=sharing)).

[GMU-POL-S05-006: Professional Development for Faculty and Staff](https://www.qa.gmu.ac.ae/policies05/professional-development-policy-for-faculty-and-staff), this policy states that GMU faculty is eligible for:

* Paid leave for a maximum of ten days in a year.
* Reimbursement of Registration fee in full for one accredited conference/year.
* Registration fee in full plus 50% of the cost of air tickets and hotel expenses subject to a maximum of AED 2500/- in a year in case the faculty is invited to participate as Chairman / Speaker / Resource person / Organizer / Moderator. A copy of the scientific program displaying his/ her name must be submitted as evidence. Prior approval must be sought before accepting the invitation.
* Registration fee in full plus 100% of the cost of air tickets and hotel expenses subject to a maximum of AED. 5000/- in a year, in case the faculty is to present an original paper at the conference relating to work conducted in GMU. Documents of evidence must be submitted for the same.

Regularly Informing Faculty of Research Opportunities**:**

Faculty members at GMU are consistently informed about research opportunities through various channels, including the Office of Vice-Chancellor of Research and the university website. College Research Coordinators also play a role in disseminating information within their respective colleges.

The university website is a valuable resource for faculty to discover and explore different funding opportunities ([Link: Grants Opportunities](https://gmu.ac.ae/message-from-vice-chancellor-research/grant-opportunities/)).

The College Research Coordinators (CRCs) participate in the responsibility of disseminating information on any research opportunity within their respective college.

Enabling Research Support for Advanced Programs:

GMU provides administrative support, equipment, and facilities to support research activities for all programs, especially graduate programs. This includes the Thumbay Research Institute for Precision Medicine, which focuses on translational research and personalized medicine. Additionally, GMU has Microbiology, Biochemistry, and Physiology Laboratories with modern facilities for comprehensive research. GMU also has collaborative programs and international research collaborations to enhance research capabilities.

GMU Physical Resources

* **The Thumbay Research Institute for Precision Medicine** ([Link: TRIPM webpage](https://gmu.ac.ae/tripm/)): TRIPM is established as an interdisciplinary basic and translational research Centre. It focuses its activities on comprehensive, translational research and personalized medicine, and aims to become a center of excellence and a leader in developing personalized medicine in the region. TRIPM serves as a bridge linking scientists, faculty members, and clinicians who are working together in a synergistic manner in the frame of a well-focused program to reach scientific excellence in the research domain. It also builds the most favorable environment for investigators and teams at the level of science, structure, and equipment providing the most suitable environment.
* **Microbiology, Biochemistry, and Physiology Laboratories:** These laboratories have comprehensive modern facilities which offer unique research opportunities. These laboratories provide many services such as routine cultures, immunology, allergy, immunofluorescence assays, western blots, bacterial growth, and identification by Matrix Assisted Laser Desorption/Ionization and Time of Flight Mass Spectrometry (MALDI-TOF), etc.
* **Sterile Compounding Lab (**[Link: GMU Facilities webpage](https://gmu.ac.ae/college-pharmacy/facilities/)**):** This lab houses three laminar flow hoods, two class II biological safety cabinets, incubators, air sampler, portable particle counter and pen smoke generator. In the sterile compounding lab, GMU students receive training on sterile handling of large volume parenterally, total parenteral nutrition, chemotherapy, and antibiotic preparations. This simulated environment is necessary to prepare GMU students for the real environment where they will make such preparations for real patients.
* **Center For Drug Information and Evidence- Based Pharmacy** ([Link: GMU Facilities webpage](https://gmu.ac.ae/college-pharmacy/facilities/)**):** The Center for Drug Information and Evidence-Based Pharmacy is a clinical service unit of GMU College of Pharmacy. It is equipped with world-class resources such as DRUGDEX, UpToDate/Lexicomp, Access Pharmacy, Clinical key/Gold Standard, MEDLINE Complete, and other resources in print, BNF, AHFS Drug Information, etc. The Center ties up with Washington State University, USA and Medical University of South Carolina, USA.
* **Electro Physical Agents Lab** ([Link: CoHS Electro Physical Agents Lab](https://gmu.ac.ae/college-of-health-sciences/electro-physical-agents-lab/)):Electrophysical Agents Lab is equipped with state of art facilities of photon therapy, electromyography biofeedback, therapeutic ultrasound, therapeutic shortwave, spinal mechanical traction, therapeutic currents, cryo & thermotherapy etc., Practicing in the labs gives excellent opportunity for the students to sharpen their clinical acumen by ‘hands on’ exposure under guidance of experienced faculty.
* **Exercise & Movement Lab** ([Link: CoHS-Exercise and Movement Lab](https://gmu.ac.ae/college-of-health-sciences/exercise-and-movement-lab/)):Exercise and Movement Lab is equipped with state of art facilities of gait and balance rehabilitation, hand rehabilitation unit, manual therapy unit, functional assessment and re-education unit, whirlpool unit, Guthrie Smith suspension therapy unit etc., Different exercise techniques are demonstrated in the lab and the students are encouraged to practice different techniques on each other or on simulated models and gain confidence in performing theses skills before implementing the same on the patients.
* **Center for Advanced Simulation in Healthcare** ([Link: C.A.S.H](https://gmu.ac.ae/college-medicine/resources/)):The Center for Advanced Simulation in Healthcare (CASH) at Gulf Medical University is a multidisciplinary educational facility that provides high-tech simulated and virtually created hospital set-up for clinical and communication skills teaching and training for all healthcare professionals. The GMU Simulation Center offers Training Programs to doctors, nurses and other health professionals. CASH is an AHA-accredited Life Support Training Center which offers BLS & ACLS courses regularly. **University Teaching Hospitals:** The Gulf Medical University ([Link: GMU website](https://gmu.ac.ae/)) and its healthcare division ([Link: GMU Healthcare](https://gmu.ac.ae/health-care/)) are both owned by the Thumbay Group. In April 2017, GMU Academic Health System was established by the Board of Trustees ([A4.2.17: Establishing GMU-AHS Executive Board-Thumbay Group Board Resolution](https://drive.google.com/file/d/1tlV0mwc14qHdXFMaSvbPKfaEb3OiQ0Xh/view?usp=drive_link)).
* Gulf Medical University – Academic Health System integrates GMU’s mission of health professions education, research, and clinical care at all levels. GMU academic health system has three teaching universities including Thumbay Dental Hospital ([Link: Thumbay Dental Hospital webpage](https://gmu.ac.ae/health-care/thumbay-dental-hospital/)), Thumbay University Hospital ([Link: Thumbay University Hospital webpage](https://gmu.ac.ae/health-care/thumbay-university-hospital/)**)** and Thumbay Physical Therapy and Rehabilitation Hospital ([Link: Thumbay Physical Therapy and Rehabilitation Center webpage](https://gmu.ac.ae/health-care/thumbay-physical-therapy-and-rehabilitation-centre/)). The teaching hospitals serve as primary pillars for a diverse range of clinical research, including clinical trials and translational research.

Partnerships and Collaborations:

Gulf Medical University (GMU) has established an extensive network of strategic partnerships with distinguished international institutions and universities. These alliances aim to expand GMU's academic offerings, foster research innovation, and provide GMU students with unparalleled global learning experiences. In all collaborative programs, GMU and the partner institutions commit to combining their support in the development of research and higher education. GMU has a policy for Cooperative agreements ([GMU-POL-S10-007- Cooperative agreement and contractual relationship](https://www.qa.gmu.ac.ae/policies10/co-operative-arrangements-and-contractual-relationships)). The cooperative arrangement in scientific research includes cooperation with other national, regional, and international universities; industries; public, and private sectors. The cooperative arrangements serve the university’s mission to excel in research outputs including quality and quantity. These cooperative agreements integrate the research strength of GMU and its partner institutions. Accordingly, GMU has established collaboration in form of Memoranda of Understating’s (MoUs) with national and international universities and research institutions to enhance research quality on a mutual benefit basis ([GMU Active MoUs](https://docs.google.com/spreadsheets/d/18rB-zDLdXCQW-wMdlqDpbIvxRCgoelNR/edit?usp=drive_link&ouid=117289055266360787893&rtpof=true&sd=true)). It aims to foster interaction between faculty, scholars, students, researchers, and medical doctors and to enhance research opportunities, academic excellence, and knowledge dissemination ([Support for Research (Paris Saclay)](https://drive.google.com/file/d/1QdiOsK11xZ9rKltNSJ1-0ohTXJsJXasn/view?usp=drive_link)

Research Ethics and Compliance:

Gulf Medical University (GMU) places the highest priority on upholding ethical integrity in research as a central component of its research strategy, aligning with its mission to maintain and foster a responsible research environment. The Institutional Review Board (IRB) at GMU plays a pivotal role in overseeing the adherence of the GMU community to established ethical guidelines, ensuring that research complies with recognized global ethical principles. All research proposals undergo meticulous review by the IRB, with involvement from Subject Matter Experts (SMEs) when necessary, to uphold ethical standards rigorously. The IRB also ensures ethical transparency in research funding, promoting clarity in disclosing funding sources, particularly from private entities. By embedding stringent ethical considerations and compliance mechanisms in its research strategy, GMU assures that research outcomes are grounded in principles of integrity, responsibility, and ethical rigor, thereby nurturing a research ecosystem that is reflective of global best practices and standards.

Student Involvement:

A cornerstone of GMU's research strategy is the fostering of student participation in an array of research and scholarly activities, including applied, basic, translational, and discipline-based research, as well as research focused on teaching and learning. This is facilitated through the provision of essential support, access to well-equipped facilities, and dedicated research funding mechanisms that cover lab-based research expenses comprehensively.

Research proposals developed by students undergo rigorous review and approval processes, and there is a strong emphasis on compliance with ethical guidelines. Furthermore, the university encourages students to engage in funded projects, facilitating them in securing necessary grants and funding aligned with the credited hours devoted to research activities. As a pinnacle of GMU's research strategy, students are encouraged to disseminate their research findings, supported to present their work in conferences, and ultimately aim for publication in reputable peer-reviewed journals. This holistic approach underscores GMU’s dedication to nurturing the next generation of competent and ethical researchers, fully equipped to contribute meaningfully to the global scientific community.

Performance Metrics and Evaluation:

Key Performance Indicators for the research strategy:

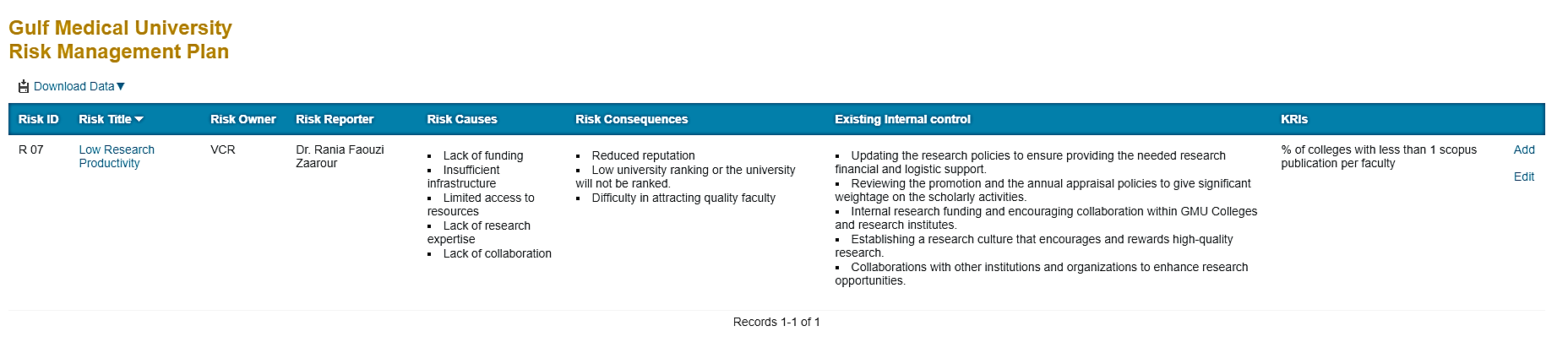
1. **College-specific Research Plans:** Develop and maintain a detailed, actionable research plan for each college within GMU, ensuring alignment with the broader institutional research strategy.
2. **Faculty Satisfaction with Research Facilities:** Conduct regular surveys or evaluations to gauge faculty satisfaction with the available research facilities and use the feedback for continuous improvement.
3. **Faculty Satisfaction with Research Opportunities:** Measure faculty satisfaction regarding the availability and diversity of research opportunities, ensuring they align with their expertise and interests.
4. **Total Research Expenditure:** Track and analyze the total expenditure dedicated to research activities, ensuring effective utilization of resources for maximum research output.
5. **Percentage of Total Budget Allocated to Research:** Calculate the proportion of the university’s total budget that is allocated to research activities, ensuring sufficient financial support for research initiatives.
6. **Number of Research Seminars Presented:** Record and assess the number of research seminars presented by faculty and students, promoting a culture of knowledge sharing and continuous learning.
7. **Publication Productivity per Faculty:** Monitor the number of research publications produced per faculty member annually, encouraging consistent and quality research output.
8. **Student Research Projects:** Track the number of research projects undertaken by students, promoting active student participation in research activities.
9. **Research Grants Awarded to Faculty and Students:** Maintain a record of the number of research grants awarded to both faculty and students, encouraging the pursuit of external funding opportunities.
10. **Establishment of the Thumbay Institute of Population Health:** Oversee the successful establishment and operation of the Thumbay Institute of Population Health, ensuring it contributes effectively to the research strategy and goals.

**The current Strategic plan KPI 2023-2027**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Strategic Goal 3** | **Strategic Objectives** | **KPIs** | **Target** | **Timeline** |
| Developing Solution-Focused Research with an impact on healthcare and health professions education. | | | |
| 3.1. Foster a research and innovation culture within GMU and offer the necessary supporting environment (infrastructure, physical facilities, and recruiting research-focused faculty and scientists). | 3.1.1. Research plan for each college | 100% (All: 100%/None: 0%) | Year 1 (22/23) |
| 3.1.2. Faculty Satisfaction with Research Facilities | > 85% | Year 2 (23/24) |
| 3.1.3. Faculty Satisfaction with Research Opportunities | > 85% | Year 2 (23/24) |
| 3.1.4. Total research expenditure | > 10 million Dirhams | Year 5 (26/27) |
| 3.1.5. Research expenditure out of the total budget | > 5% | Year 1 (22/23) |
| 3.2. Developing research abilities of faculty and students. | 3.2.1. Number of research Seminar presented | 36 or more | Year 1 (22/23) |
| 3.2.2. Publication per faculty per year | > 2 | Year 2 (23/24) |
| 3.2.3. Number of students research projects | 100 or more | Year 3 (24/25) |
| 3.3. Diversify and sustain funding resources for research projects and maintain the concept for endowed research chairs to build continuous legacy funding. | 3.3.1. Number of research grants awarded by faculty and students. | 10 or more | Year 4 (25/26) |
| 3.4. Activate the Thumbay Institute of population Health | 3.4.1. Establishment the Thumbay Institute of population Health | To be fully functional | Year 3 (24/25) |

Risk Management:

In steering its research strategy towards success, Gulf Medical University (GMU) maintains a vigilant approach to risk management, specifically addressing the potential challenge of low research productivity. Recognizing the various causes that may contribute to this, such as lack of funding, insufficient infrastructure, limited access to resources, lack of research expertise, and limited collaboration, GMU has devised robust internal controls and contingency plans to mitigate these risks. Foremost among these strategies is the updating of research policies to ensure the provision of necessary financial and logistical support, enhancing the research ecosystem within the university. Promotion and annual appraisal policies have been revised to afford significant weightage to scholarly activities, thereby fostering a conducive environment for academic growth and research excellence. Furthermore, GMU champions the cultivation of a vibrant research culture, through internal research funding and the encouragement of collaboration within its colleges and research institutes. Active engagements and collaborations with external institutions and organizations are also promoted to broaden research horizons and opportunities. A keen eye is kept on key risk indicators, such as the percentage of colleges with less than one Scopus publication per faculty, enabling GMU to make informed adjustments to its strategies, ensuring resilience against challenges, and steadfast progress towards its research vision and objectives. Through these dynamic and responsive risk management strategies, GMU aims to fortify its research trajectory against potential impediments, ensuring sustained productivity, reputation enhancement, and a robust standing in university rankings.



Implementation Timeline:

Strategic Plan: 23/27

Click on "**View**" to view the details of each objective and share it separately with any relevant stakeholders.

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal** | **Strategic Objective** | **Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |
| **TOTAL** |  |  |  |  |  |  |  |  | **85** |

**3. Developing Solution-Focused Research with an impact on healthcare and health professions education.**

**85**

**3.1. Foster a research and innovation culture within GMU and offer the necessary supporting environment (infrastructure, physical facilities, and recruiting research-focused faculty and scientists).**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| COP | Foster a central equipment database management system | College Research Coordinator | Number of "out-of- college" equipment available for access by CoP faculty | Access to all GMU equipment through a central management system | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=58) |
| COP | Retain/recruit faculty who are research- active | Dean | Average number of Scopus publications per faculty per year | Average number of Scopus publications per faculty per year > 2 | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=61) |
| COHS | Initiate Research track faculty (Research Assistants/Associates) in Department of Physiotherapy | Chairperson- Physiotherapy | Sustain and improve the average number of Scopus publications per faculty per year - College Level | 2 per faculty per year | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=138) |
| COHS | Feasibility report of developing  High-Performance Lab 2025 | Chair | Number of labs will be increased at COHS | 2026 | 25/26 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=147) |
|  | Planning and development of at least one unique High- Performance  Lab 2026 |  |  |  |  |  |  |
| COHS | Academic and research patients’ recruitment | Chairperson- Physiotherapy | Increase in number of Academic and research patients’ recruitment | Student : patient ratio | 23/24 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=169) |

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| **Strategic Goal**  **Strategic Objective Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** |  | **Deadline** | **Latest Update** | **% Achievement** |  |
| CON | Effective utilization of TUH & Thumbay hospital Ajman, EHS | College Research Coordinator | Faculty, students’ & co-partners at various clinical | Conduct faculty and clinical | quality student oriented | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=171) |
|  | & DHA & SKMC  facilities nursing staff in Research activities. |  | services satisfaction with research  facilities. | Research with TUH and Thumbay  hospital staff. | |  |  |  | |
|  |  |  | Faculty and students’ |  | |  |  |  | |
|  |  |  | & co -partners at | Increase number of | |  |  |  | |
|  |  |  | various clinical | collaborative research | |  |  |  | |
|  |  |  | services satisfaction | projects with TUH, | |  |  |  | |
|  |  |  | with research | EHS, DHS & SKMC | |  |  |  | |
|  |  |  | opportunities. | nursing staﬀ. | |  |  |  | |
| CON | Retain/recruit faculty who are research- active | College Research Coordinator | Average number of Scopus publications per faculty per year | At least one Scopus publication per faculty per academic year | | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=172) | |
| CON | Establish MoUs with Regional/International Universities with sound Research background. | College Research Coordinator | Number of MoUs signed with regional/international Universities.  Number of joint research projects or publications resulting from collaboration | Increase the number of MoUs signed with regional/international universities with sound Research background.  At least one collaborative  publication every two | | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=173) | |
|  |  |  |  | years | |  |  |  | |
| COHS | Collaborate with international researchers on local and international grants | MIS Program Director | Visit evidence | 2 | | 22/23 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=220) | |
| TRIPM | To enrich and enhance the research capacity, TRIPM plans to recruit and retain faculty researchers. | Director TRIPM | Publications in peer reviewed quality journals with Q1 standing, and indexed in WoS, Pubmed and Scopus | Continuous research contributions per faculty per year based on above criteria | | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=243) | |
| TRIPM | To recruit research support staff for timely and efficient operations of TRIPM | Director TRIPM | Technical expertise aligning with the infrastructure and research priorities of TRIPM. | Timely completion of research objectives and tasks | | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=244) | |

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| **Strategic Goal** | **Strategic Objective** | **Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
|  |  | TRIPM | To maximize benefit | Director | Timely completion of | Number of | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=246) |
|  |  |  | obtained from the | TRIPM | quality projects | collaborative projects |  |  |  |  |
|  |  |  | facilities and |  | conducted using | and academic |  |  |  |  |
|  |  |  | resources available at |  | TRIPM’s | activities |  |  |  |  |
|  |  |  | TRIPM |  | infrastructure. | (dissertations and |  |  |  |  |
|  |  |  |  |  |  | internships) |  |  |  |  |
|  |  | TRIPM | To enrich the research | College | Number of journal | Ten journal clubs, | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=247) |
|  |  |  | environment through | research | clubs, conferences, | organize and attend |  |  |  |  |
|  |  |  | journal clubs, | coordinator | and seminars per | research |  |  |  |  |
|  |  |  | conferences and |  | year | conferences, and 5 |  |  |  |  |
|  |  |  | expert-led seminars |  |  | seminars discussing |  |  |  |  |
|  |  |  |  |  |  | high caliber impactful |  |  |  |  |
|  |  |  |  |  |  | research. |  |  |  |  |
|  |  | TRIPM | To increase | Director | Number of | Number of | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=248) |
|  |  |  | collaborations, MOUs | TRIPM | collaborative | collaborative |  |  |  |  |
|  |  |  | and to aim at |  | projects per faculty | publications |  |  |  |  |
|  |  |  | patenting the research |  | member |  |  |  |  |  |
|  |  |  | output |  |  |  |  |  |  |  |
|  |  | TRIPM | To focus on applied | Director | Number of projects | At least one applied | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=249) |
|  |  |  | and precision | TRIPM | focusing on cancer, | project per |  |  |  |  |
|  |  |  | research which aims |  | diabetes, and | researcher |  |  |  |  |
|  |  |  | at addressing public |  | infectious disease. |  |  |  |  |  |
|  |  |  | health concerns |  |  |  |  |  |  |  |
|  |  | COM | Encourage faculty in | Program | Number of faculty in | At least 50% of | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=265) |
|  |  |  | leadership positions in | Director | leadership position | faculty holding |  |  |  |  |
|  |  |  | COM to join the |  | completing | leadership positions |  |  |  |  |
|  |  |  | Diploma / Master in |  | the Diploma / Master | in COM to have a |  |  |  |  |
|  |  |  | Health Professions |  | in Health | Diploma / Master in |  |  |  |  |
|  |  |  | Education program |  | Professions | Health Professions |  |  |  |  |
|  |  |  |  |  | Education program | Education by |  |  |  |  |
|  |  |  |  |  |  | 2024/25 |  |  |  |  |
|  |  |  |  |  |  | Rest of the faculty |  |  |  |  |
|  |  |  |  |  |  | holding leadership |  |  |  |  |
|  |  |  |  |  |  | positions in COM to |  |  |  |  |
|  |  |  |  |  |  | have a Diploma / |  |  |  |  |
|  |  |  |  |  |  | Master in Health |  |  |  |  |
|  |  |  |  |  |  | Professions |  |  |  |  |
|  |  |  |  |  |  | Education by |  |  |  |  |
|  |  |  |  |  |  | 2026/27 |  |  |  |  |
|  |  | COM | Recruit / retain | Dean, College | Number of new | New faculty recruited | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=278) |
|  |  |  | research-savvy faculty | of Medicine | faculty recruited with | to the college has |  |  |  |  |
|  |  |  |  |  | good research | good research |  |  |  |  |
|  |  |  |  |  | credentials | credentials |  |  |  |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal**  **Strategic Objective Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
| COM | Turnaround time for Institutional Review Board (IRB) approval process to be decreased | Chair, Research Committee of COM | Turnaround time for IRB approvals of research proposals | Approval time to be within 7 working days | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=283) |
| COM | Research release for | Dean, College |  |  | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=285) |

faculty

of Medicine 1. Number of

faculty with release time for commitment to research

2. Number of publications per faculty with research time-release

1. 50% of faculty

in Departments of Biomedical Sciences and Community Medicine to have 3 credit release per year for conducting research

1. One

publication per year for faculty with release time

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| COM | Undertake collaborative research with our international partners | Chair, Research Committee of COM | Number of collaborative researches undertaken with our international partners | College to have at least 5 collaborative research projects with our international partners per year | 23/24 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=289) |
| COM | Faculty to obtain patents | Chair, Research Committee of COM | Number of patents obtained by faculty in the 5-year period | College to obtain at least 3 patents in the 5-year strategic plan period | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=291) |
| University Level | Undertake research in the area of Community Engagement to measure the impact of activities on the local community | Chair, GMU Community Engagement Committee | nn | nn | 23/24 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=316) |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal**  **Strategic Objective Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
| COHME | College faculty | Research | Research Outcome | Average 2 / per | 24/25 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=332) |
|  | members do engege | Head |  | faculty |  | | | |
|  | in management |  |  |  |
|  | research and doesn't |  |  |  |
|  | need lab facility as |  |  |  |
|  | such; but sometimes |  |  |  |
|  | they need to buy |  |  |  |
|  | certain softwares for |  |  |  |
|  | whuch university |  |  |  |
|  | bureaucracy needs to |  |  |  |
|  | be more flexible. |  |  |  |

**90**

**3.2. Developing research abilities of faculty and students.**

COP Increase in quality research productivity in Scopus-indexed journals

College Research Coordinator

Number of Scopus-indexed CoP articles per academic year

All articles to be Scopus-indexed

At least 50% of the articles to be in

26/27 No Update [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=59)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | Proportion of  articles published in each Quartile (Q1, Q2, Q3, & Q4) | the first two quartiles  (Q1 & Q2) |  | | |
| COP | Establish department- | College | Number of training | At least 2 | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=60) |
|  | specific research | Research | sessions provided | department-specific |  |  |  |
|  | training opportunities | Coordinator | for each department | training sessions to |  |  |  |
|  |  |  | per academic year | be organized per |  |  |  |
|  |  |  |  | academic year |  |  |  |
| COP | Continue/expand the | College | Number of | At least one project | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=62) |
|  | collaboration with lead | Research | collaborative | per academic year |  |  |  |
|  | institutions on high- | Coordinator | research projects |  |  |  |  |
|  | quality research |  | with partner |  |  |  |  |
|  | projects |  | institutions |  |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal**  **Strategic Objective Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |
| COD | Enhance the faculty and students knowledge and skills relevant to the principles of research. | College Research Coordinator | 1. The number of research publications by faculty and students. 2. Number of SCOPUS publication of the college. 3. Difference in number of citations of all faculty members ( Quality) 4- Difference in h- index of all faculty ( Quality)/ 1 | 1. At least 2 publications per each faculty in SCOPUS-indexed journals every year. 2. At least 50 publications as the total number of publications. 3. At least 30 publications as the total number of publications published in SCOPUS. 4. At least 200 more citations of college publications per year. 5. At least 1 more increase of h-index of all college faculty members per year. | 26/27 | 1. The college has conducted more than 13 workshop related to different research skills such as academic writing, Plagiarism, and how to write research proposals. the college published more than 66 publication in the academic year 2022-2023. 2. The number of publications last academic year was 68 publications. 3. The number of SCOPUS   publications was 52 publications.   1. The total number of faculty citations this academic year   is **6467 with an increase of 390 from last year.** | 100 [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=118) |
|  |  |  |  |  |  | **5- the total number of h- index of the faculty members is 162 this academic year.** |  |

COHS Increase research productivity of Anesthesia technology department in Scopus- indexed journals

Department Research Coordinator

Number of Scopus-

indexed articles per academic year

Proportion of articles published in each Quartile (Q1, Q2, Q3, & Q4)

At least 60% of the articles to be Scopus-indexed

25/26 No Update [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=132)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal** | **Strategic Objective** | **Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
|  |  | COHS | Increase in the | Assistant | Number of student | At least 30% of UG | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=135) |
|  |  |  | productivity and | Professor and | and faculty | students' projects to |  |  |  |  |
|  |  |  | publication of high- | Thesis | published articles | be published per |  |  |  |  |
|  |  |  | quality research in the | coordinator | per year | year |  |  |  |  |
|  |  |  | MLS Department |  |  | 100% of PG |  |  |  |  |
|  |  |  |  |  |  | students' projects to |  |  |  |  |
|  |  |  |  |  |  | be published per |  |  |  |  |
|  |  |  |  |  |  | year |  |  |  |  |
|  |  |  |  |  |  | At least 2 faculty |  |  |  |  |
|  |  |  |  |  |  | publication per |  |  |  |  |
|  |  |  |  |  |  | acacemic year |  |  |  |  |
|  |  | COHS | Facilitating and aid | Program | Increase in number | Increase in number | 24/25 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=148) |
|  |  |  | faculty to undertake | Director | of student projects | of student projects |  |  |  |  |
|  |  |  | Masters in Health |  | with HPE theme | with HPE theme by |  |  |  |  |
|  |  |  | Professional |  |  | AY 2024-25 |  |  |  |  |
|  |  |  | Education |  |  |  |  |  |  |  |
|  |  |  | Encourage students |  |  |  |  |  |  |  |
|  |  |  | and faculty for HPE |  |  |  |  |  |  |  |
|  |  |  | research projects |  |  |  |  |  |  |  |
|  |  | CON | Establish a plan for | College | Number of FDP | At least 3 Faculty | 26/27 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=175) |
|  |  |  | research-based | Research | sessions provided | training sessions to |  |  |  |  |
|  |  |  | faculty development | Coordinator | for CoN per | be organized per |  |  |  |  |
|  |  |  | sessions and journal |  | academic year. | academic year. |  |  |  |  |
|  |  |  | Clubs. |  | Number of Journal | At least 4 journal |  |  |  |  |
|  |  |  |  |  | clubs per academic | clubs to be |  |  |  |  |
|  |  |  |  |  | year. | organized per |  |  |  |  |
|  | | |  |  |  | academic year. |  |  |  | |
| CON | | | Enhance the quality of | College | Number of Scopus- | All articles to be | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=176) | |
|  | | | research productivity | Research | indexed and Web of | Scopus-indexed and |  |  |  | |
|  | | | in Scopus-indexed | Coordinator | Science articles for | Web of Science |  |  |  | |
|  | | | Journals. |  | faculty and students | article in high |  |  |  | |
|  | | |  |  | per academic year | indexed journals with |  |  |  | |
|  | | |  |  |  | good ranking. |  |  |  | |
| CON | | | Expand the | College | Number of | At least one | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=177) | |
|  | | | collaborative | Research | collaborative | collaborative project |  |  |  | |
|  | | | interdepartmental, | Coordinator | research projects | per academic year |  |  |  | |
|  | | | intradepartmental |  | with partner |  |  |  |  | |
|  | | | research projects in |  | institutions |  |  |  |  | |
|  | | | GMU, EHS, DHA & |  |  |  |  |  |  | |
|  | | | SKMC |  |  |  |  |  |  | |
| COHS | | | Participate in local and | MIS Program | Pariticpation | 5 | 22/23 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=221) | |
|  | | | regional conferences | Director | evidence |  |  |  |  | |
|  | | | and encourage your |  |  |  |  |  |  | |
|  | | | students to do so |  |  |  |  |  |  | |
| COHS | | | Scopus journal article | MIS Program | Acceptance | 2 per faculty | 22/23 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=222) | |
|  | | | publication | Director |  |  |  |  |  | |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal** | **Strategic Objective** | **Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
|  |  | COHS | Meetings with | MIS Program | Meeting occurance | **bi-weekly** | 22/23 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=223) |
|  |  |  | students and faculties | Director |  |  |  |  |  |  |
|  |  |  | to update one another, |  |  |  |  |  |  |  |
|  |  |  | discussing and |  |  |  |  |  |  |  |
|  |  |  | motivating research |  |  |  |  |  |  |  |
|  |  | COHS | Recruiting more of | MIS Program | Contract | 1 | 24/25 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=224) |
|  |  |  | research focussed | Director |  |  |  |  |  |  |
|  |  |  | PhD faculty |  |  |  |  |  |  |  |
|  |  | COM | Provide equal | Head, | Number of | 100% of faculty from | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=286) |
|  |  |  | opportunity to all | Department of | faculty participating | Department of |  |  |  |  |
|  |  |  | faculty teaching in the | Community | as supervisors for | Biomedical Sciences |  |  |  |  |
|  |  |  | COM to participate in | Medicine | group research | and Community |  |  |  |  |
|  |  |  | student’s research |  | projects of | Medicine |  |  |  |  |
|  |  |  |  |  | undergraduate | Department to be |  |  |  |  |
|  |  |  |  |  | students in the MD | supervisors for group |  |  |  |  |
|  |  |  |  |  | and BBMS programs | research projects of |  |  |  |  |
|  |  |  |  |  | from | undergraduate |  |  |  |  |
|  |  |  |  |  | the Departments of | students in the MD |  |  |  |  |
|  |  |  |  |  | Biomedical Sciences | and BBMS |  |  |  |  |
|  |  |  |  |  | and Community | programs |  |  |  |  |
|  |  |  |  |  | Medicine |  |  |  |  |  |
|  |  | COM | Improve the research | Head, |  |  | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=288) |

output and publications from faculty of biomedical sciences department

Department of Biomedical Sciences

1. Number of

research proposals per faculty of biomedical sciences department per year

1. Number of Scopus- indexed publications per faculty of biomedical sciences department per year
2. At least one

research proposal per year

per biomedical science faculty

1. At least one publication in Scopus- indexed journal per year

per biomedical science faculty

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal** | **Strategic Objective** | **Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
|  |  | COM | Improve the research | Head, |  |  | 24/25 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=293) |

output and publications from faculty of clinical sciences department

Department of Clinical Sciences

1. Number of

clinical faculty submitting research proposals per year

1. Number of research proposals received from clinical faculty per year
2. Number of Scopus- indexed publications per clinical faculty per year
3. 50% of clinical

faculty to submit at least one research proposal per year

1. 50% of clinical faculty to have at least one publication per year in high impact factor Scopus- indexed journals

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| COM | Improve the research | Head, |  | At least one | 23/24 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=294) |
|  | output and | Department of | 1. Number of | research proposal / |  |  |  |
|  | publications from | Community | research | publication in |  |  |  |

faculty of public health

Medicine

proposals per faculty per year

2. Number of Scopus- indexed publications per faculty per year

Scopus-indexed journal per year per faculty of Community Medicine Department

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| COM | Improve the research | Head, |  | At least one | 22/23 | No Update | 80 | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=299) |
|  | output and | Department of | 1. Number of | research proposal / |  |  |  |  |
|  | publications from | Health | research | publication in |  |  |  |  |

faculty of Health Professions Education department

Professions Education

proposals per faculty per year

2. Number of Scopus- indexed publications per faculty per year

Scopus-indexed journal per year per faculty from Department of Health Professions Education

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal** | **Strategic Objective** | **Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
|  |  | COM | Offer research elective | Chair, | Number of students | Al least 3 students | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=302) |
|  |  |  | for undergraduate | Research | opting for research | per program |  |  |  |  |
|  |  |  | students | Committee of | electives | undertake research |  |  |  |  |
|  |  |  |  | COM |  | elective per year |  |  |  |  |
|  |  |  |  |  |  | from across the |  |  |  |  |
|  |  |  |  |  |  | undergraduate |  |  |  |  |
|  |  |  |  |  |  | programs offered by |  |  |  |  |
|  |  |  |  |  |  | COM |  |  |  |  |
|  |  | COM | Increase the number | Chair, | Number of students | At least 5 | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=304) |
|  |  |  | of publications by | Research | publications in high- | publications in high- |  |  |  |  |
|  |  |  | students | Committee of | impact Scopus- | impact Scopus- |  |  |  |  |
|  |  |  |  | COM | indexed journals per | indexed journals by |  |  |  |  |
|  |  |  |  |  | year | students per year |  |  |  |  |
|  |  | COHME | Of late, research | Research | Average per faculty | 2 | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=333) |
|  |  |  | focussed faculties | Head | research outcome |  |  |  |  |  |
|  |  |  | were hired. |  | should be more than |  |  |  |  |  |
|  |  |  |  |  | 2 per academic |  |  |  |  |  |
|  |  |  |  |  | year. |  |  |  |  |  |

**3.3. Diversify and sustain funding resources for research projects and maintain the concept for endowed research chairs to build continuous legacy funding.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| COP | Securing more external funding through tapping into external organizations | College Research Coordinator | Number of approved external funds | At least two external funds per academic year | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=57) |
| COHS | Facilitate Internal and | Chairperson- | Number of internal | 1 internal grant | 23/24 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=149) |
|  | External grants | Physiotherapy | and external grants | /external grant every |  |  |  |
|  |  |  | acquired by students | 2 years |  |  |  |
|  |  |  | and faculty |  |  |  |  |
| CON | Collaborate with | College | Number of research | At least one | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=178) |
|  | Funding agencies | Research | grants awarded by | research grant per |  |  |  |
|  | e.g., Al Jelila | Coordinator | faculty and students | academic year |  |  |  |
|  | Foundation and apply |  |  |  |  |  |  |
|  | for Research grants . |  |  |  |  |  |  |
| COHS | Submission of | MIS Program | Submission | 1 | 22/23 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=225) |
|  | external grant | Director | evidence |  |  |  |  |
|  | applications |  |  |  |  |  |  |
| TRIPM | To apply for research | Director | Number of research | At least one | 26/27 | No Update | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=250) |
|  | funding | TRIPM | grant applications | research grant |  |  |  |
|  |  |  | submitted by faculty | application to be |  |  |  |
|  |  |  | researchers. | submitted per faculty |  |  |  |
|  |  |  |  | member per year |  |  |  |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Strategic Goal**  **Strategic Objective Owner** | **Project/Activity** | **Responsibility** | **KPI** | **Target** | **Deadline** | **Latest Update** | **% Achievement** |  |
| COM | Increase the number of funded research | Chair, Research  Committee of  COM | Number of approved funded research  projects of faculty  per year | College to have at least 5 funded  research projects per  year | 23/24 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=290) |
| COHME | Facilitate Internal and External grants writing | Research Head | Number of submission and  number of approval | 1 | 24/25 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=334) |
| COHME | Acting as facilitator of collaboration between industry and university | Outside University Collaborator | Successful Collaboration with incubation centers and product companies | 1 | 25/26 | No Update |  | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=335) |

**3.4. Activate the Thumbay Institute of Population Health**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| COM | Activate the Thumbay | Dean, College | A functioning |  | 23/24 | Prof. Jayadevan | 75 | [View](http://c2acq054.caspio.com/dp/67829000087157ee1cee47de8d95?Autonumber=252) |
|  | Institute of Population | of Medicine | Institute of | 1. Appointment |  | Sreedharan |  |  |
|  | Health |  | Population Health  developing new programs, undertaking funded, collaborative research in the field of public health, conducting community engagement activities, providing statistical consultation service, etc. | of a Director  for the Institute  2. A functioning Institute of Population Health developing new programs, undertaking funded, collaborative research in the field of public health, conducting community engagement activities, providing statistical consultation service, etc. |  | appointed as the  Acting Director of the Institute of Population Health on August 12 |  |  |