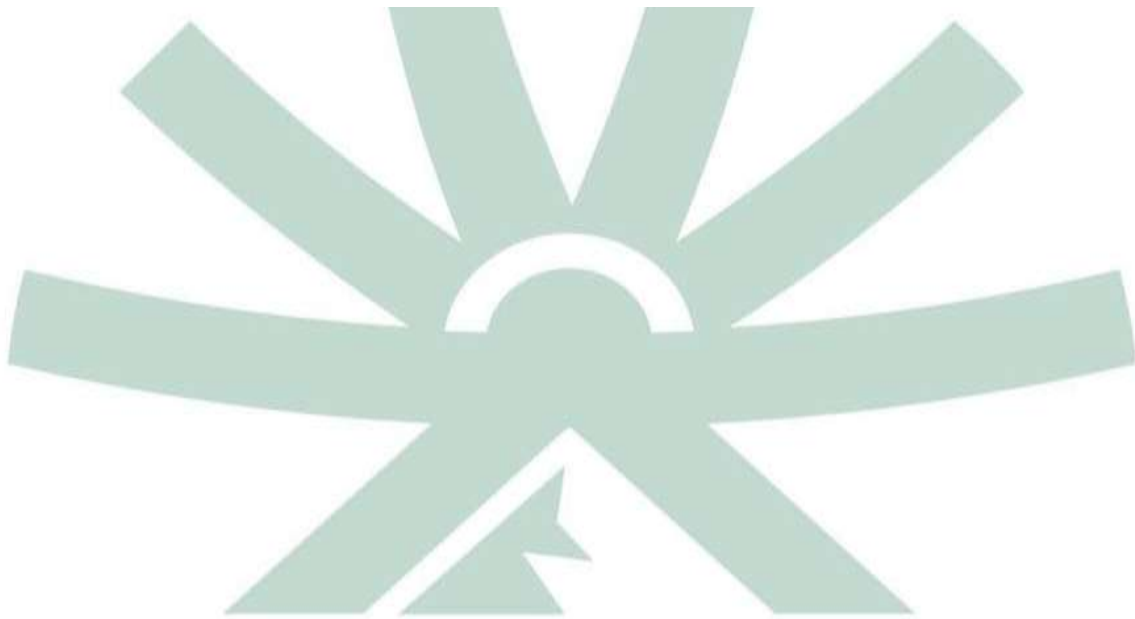




Faculty Development Training Plan (August 2025 – August 2026)



Effective Date: 1 August 2025

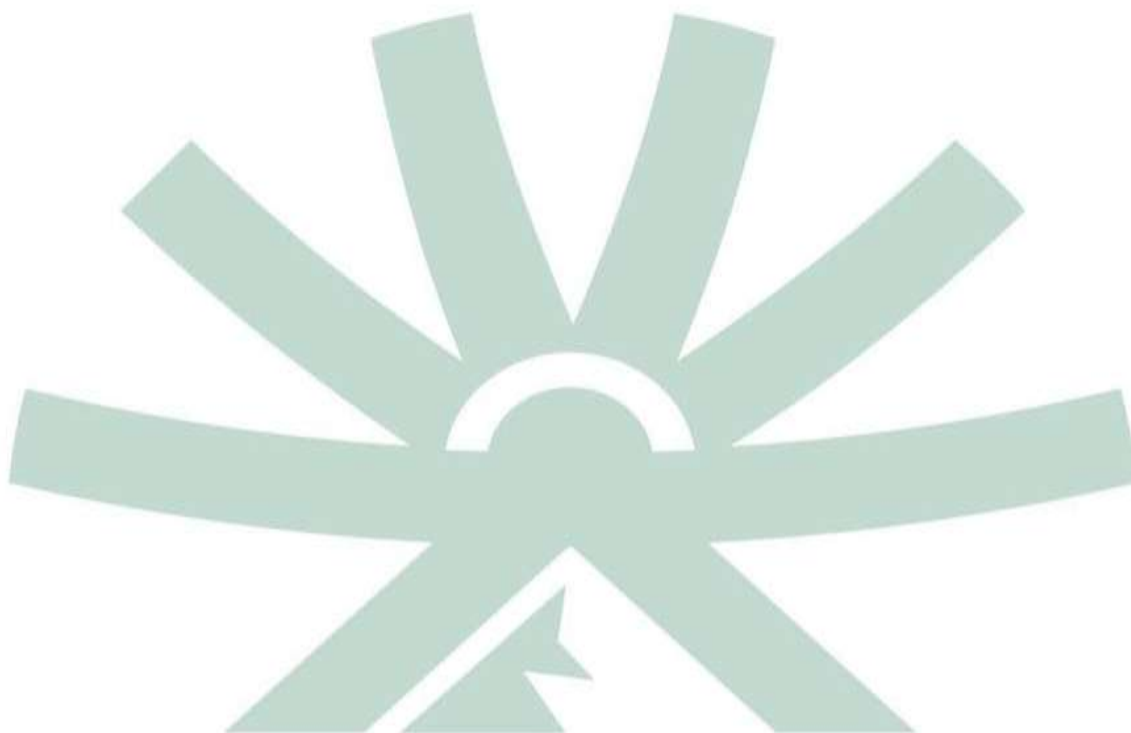
Policy Owner: HR Directorate

Responsible Offices: HR Directorate, Dean's Office

Applies To: All AHSU Faculty

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Purpose

To strengthen faculty capacity in teaching, clinical supervision, research, and academic leadership, aligned with AHSU's mission of delivering competency-based postgraduate medical education in Rwanda.

Month	Theme / Focus Area	Key Sessions	Speakers	Status	Expected Outcomes
August 2025	Orientation & Academic culture	- AHSU Vision, Mission - Faculty roles - Ethics and Professionalism	Dr. Zerihun Abebe (VC/AHSU) Dr. Gaston Nyirigira (AHSU)		Faculty understand institutional expectations and professional conduct
September 2025	Teaching & Learning in Health Professions	- Adult Learning - CBME Basics - Learning Outcomes & EPAs	Dr. Jordan Leitch Dr. Melanie Jaeger (Queen's University, ON, Canada)	Done ahead	Faculty apply adult learning theory and CBME principles
October 2025	Curriculum Design & Assessment (CanMeds competence roles)	- CBME Curriculum - Competency Mapping - Assessment Methods	Dr. Melanie Jaeger Dr. Jordan Letch (Queen's University, ON, Canada)	Done	Curricula aligned to CBME with robust assessment tools
	Simulation-based Education	- How to design a clinical scenario - Difference between clinical scenario and skills lab - Types of simulation	Dr. Michelle Hughes (University of Wisconsin, USA)	Oct 08 Done	- Faculty will develop a comprehensive understanding of the role of simulation-based training in medical education. - They will acquire the skills necessary

					to design and implement clinical scenarios, as well as gain knowledge of the different types and modalities of simulation.
	Feedback	• Giving feedback • Receiving feedback	Dr. Jonathan Bailey (Dalhousie University, NS, Canada))	Done	Constructive feedback delivery and receiving skills
November 2025	Research Capacity Building I	Research Career Path: Ideation, Program, Ethics, and Integrity	Dr. Achille Manirakiza (AHSU)	Done	Faculty initiate basic research and submit it for IRB
December 2025	Digital tools & Blended learning	• LMS & E-Learning Tools • Flipped Classroom II	Dr. Tsion Firew (AHSU) Dr. Mallika Munyapu (GWU)	Done	Faculty integrate digital tools into teaching
January 2026	Clinical supervision & Bedside teaching	• EPAs in Practice • Feedback Models • Direct Observation	Dr. Gaston Nyirigira Dr. Melanie Jaeger Dr. Jordan Leitch	Done	Preceptors use feedback tools and EPA assessments.
February 2026	Academic leadership & Governance	• Academic Leadership • Gender Equity • Committees	Dr. Hiba Abuelgasim (UGHE)	Done	Faculty lead departments and ensure inclusive governance

March 2026	Time Management in Academics and Semi-Academic Environment	- LMIC Models - Academic planning	Prof. Mulugeta Gebregziabher (Medical University of South Carolina)	Done	Planning and organizing tasks effectively - Setting priorities appropriately - Improving productivity - Managing competing demands in a structured and realistic way
May 2026	Professional development & promotion	- Promotion criteria - Portfolio Preparation	John Mugarura (UR)	Skipped	Faculty prepare portfolios for academic promotion
June 2026	Simulation-Based Education(Theoretical part)	- Simulation in Education - Debriefing	Dr. Narendra Vakharia (Dalhousie University) Prof. Peter H. Weinstock (Harvard Medical School, UGHE) Dr. Chris Calahan (Boston Children's Hospital, UGHE)	Skipped	Faculty conduct and debrief simulation sessions, scenario designs, etc
July 2026	Simulation Practical sessions	UGHE -Based Workshop	UGHE Simulation Team	Not done	Faculty are exposed to different types of Scenario design and practice on how to run debriefing
August 2026	Review & Planning	- Evaluation - Year 2 planning	All Faculty, AHSU Leadership		Institutional improvement and next year's plan finalized

The following sessions are strongly recommended for participation:

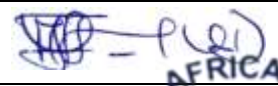


- CBME Foundations (Sept 2025)
- Curriculum design & assessment (Oct 2025)
- Clinical supervision & EPA implementation (Jan 2026)
- Academic Leadership & Governance (Feb 2026)
- Time Management in academic and semi-academic environment (April 2026)
- Research bootcamp (May 2026)
- Career development & promotion (May 2026)

Notice:

- Sessions will be happening from **5:30 to 6:30 PM**
- Most of the sessions are conducted virtually
- Sessions will be notified ahead of time to make the planning easy
- Sessions are delivered by local and international facilitators

University approval signatures

Names	Role	Signature	Date
Dr. Gaston Nyirigira	Postgraduate Medical Education Chair		15 July 2025
Jean Luc Ishimwe	Human Resources & Administrative Manager		20 th July 2025
Dr. Edgar Kalimba	Dean of the School of Medicine		24 July 2025
Dr. Zerihun Abebe	Ag. Vice Chancellor		24 July 2025

