



Faculty of Medical Biochemistry and Biotechnology

Staff Development Strategy for the Faculty of Medical Biochemistry and Biotechnology (2024-2029)

1. Introduction

The Staff Development Strategy for the Faculty of Medical Biochemistry and Biotechnology at UBT College is designed to align with the Faculty's broader strategic objectives, which include enhancing teaching quality, advancing research capabilities, and fostering the professional growth of academic staff. This strategy is central to the Faculty's mission of producing high-caliber professionals who contribute to the growth of the biochemistry and biotechnology fields. It focuses on strengthening the Faculty's role in advancing biomedical research, fostering innovation, and equipping students with the skills required to address emerging challenges in healthcare, pharmaceuticals, and biotechnology.

2. Key Objectives

2.1 Enhance Pedagogical Skills - The Faculty is committed to continuously improving the teaching capabilities of academic staff. To achieve this, a robust framework will be developed to support faculty members in enhancing their instructional methods and pedagogical skills. Training programs focused on modern educational techniques, student engagement strategies, and effective assessment methods will be implemented, ensuring that instructors deliver high-quality teaching. Faculty members will be encouraged to adopt innovative teaching approaches, including the integration of digital tools, laboratory-based instruction, and case study-driven learning, to provide students with an enriched learning experience.

2.2 Advance Academic Staff to Higher Titles - The Faculty of Medical Biochemistry and Biotechnology will support the professional growth of full-time faculty members by facilitating their advancement through the ranks, as per UBT's Regulation on Standards for Election into Academic Titles. The Faculty will ensure that staff meet the necessary quantitative and qualitative criteria for promotion, including research output, teaching effectiveness, and contributions to the development of the biochemistry and biotechnology fields. By promoting academic staff to higher titles, the Faculty aims to recognize and reward excellence while motivating faculty to continue their professional development.

2.3 Sponsor Doctorate and Post-Doctorate Studies - To strengthen research capabilities, the Faculty will provide financial support for full-time academic staff to pursue doctorate and post-doctorate studies. This initiative will help staff deepen their expertise in specialized areas of medical biochemistry, biotechnology, and related disciplines, thereby enhancing the Faculty's research output and academic standing. Financial assistance will be offered through scholarships, research grants, and sabbatical leave opportunities, enabling faculty to undertake advanced research projects that align with the Faculty's strategic priorities.



2.4 Support Work-Life Balance for Junior Faculty - Recognizing the demands placed on early-career professors, the Faculty will implement initiatives that promote a healthy work-life balance. These initiatives will include flexible working hours, mentorship programs, and opportunities for personal and professional development, helping junior faculty manage teaching, research, and administrative responsibilities while pursuing personal goals. By fostering a supportive work environment, the Faculty aims to retain talented early-career academic staff and ensure their long-term success in the program.

2.5 Support Mid-Career and Late-Career Professors - For mid-career and senior faculty members, the Faculty will offer targeted support aimed at facilitating high-impact research, international collaborations, and the publication of seminal work in the fields of medical biochemistry and biotechnology. This support will include dedicated research funding, conference travel grants, and administrative assistance to help faculty focus on their research agendas. Additionally, senior faculty will be encouraged to mentor younger faculty, fostering a culture of collaboration and knowledge transfer across the Faculty.

2.6 Foster a Culture of Change and Developmental Ethos - The Faculty will promote a culture of continuous improvement and adaptability. This ethos will be integrated into the Faculty's overall operations, ensuring that staff are equipped to respond to evolving academic demands, technological advancements, and industry needs. Professional development opportunities, including workshops on emerging trends in medical research, bioinformatics, and biotechnology, will be offered regularly. By fostering this culture, the Faculty will remain a leader in the dynamic and rapidly changing fields of biochemistry and biotechnology.

2.7 Integrate Staff Development into HR Compensation Plan - The Faculty will propose an integration of staff development achievements into the HR compensation framework. This will ensure that professional growth and the successful completion of development goals are linked to tangible incentives, such as performance bonuses, salary increases, and additional research funding. This approach will incentivize continuous development and excellence, motivating faculty members to pursue their career goals while aligning with the Faculty's strategic vision.

2.8 Embed Staff Development in Academic Calendar - All staff development activities will be included in the Faculty's academic calendar to ensure systematic and organized professional growth. These activities will range from internal workshops and seminars to international conferences, fostering both academic and personal development. By embedding these activities into the academic schedule, the Faculty ensures that faculty members can access these opportunities without disrupting their teaching and research responsibilities.

2.9 Align Staff Development with Faculty Strategic Planning - Staff development initiatives will be tightly integrated with the Faculty's strategic and action plans, supporting the long-term objectives of the Faculty. This alignment will ensure that staff development activities contribute directly to the advancement of the Faculty's mission to produce high-quality research and graduates in medical biochemistry and biotechnology. The strategy will be regularly reviewed to ensure it reflects the Faculty's evolving goals and the broader trends in biochemistry, biotechnology, and healthcare.

2.10 Recruit and Develop Junior Professors - The Faculty will focus on identifying and recruiting talented graduates from top universities and research institutions to build a pool of future leaders in medical biochemistry and biotechnology. These junior faculty members will be supported through



mentorship programs, teaching development courses, and opportunities for collaborative research. This early career support will ensure that promising academics are prepared for future roles within the Faculty, helping to ensure long-term sustainability and excellence.

2.11 Focus on Research Skills - The Faculty will prioritize the development of research skills among faculty members, providing necessary training and resources to enhance research output. This will include offering workshops on research methodologies, data analysis, grant writing, and ethics in scientific research. Faculty will also be encouraged to collaborate with other research institutions, fostering interdisciplinary research that advances the Faculty's standing in the global academic community.

2.12 Develop Academic Community and Services - A strong academic community will be cultivated through the creation of a supportive and collaborative environment where faculty members can share knowledge, discuss innovative research ideas, and engage in professional development. Faculty members will be encouraged to participate in local and international collaborations, enhancing their expertise while contributing to the broader scientific community. Additionally, the Faculty will work closely with industry partners to offer practical opportunities for students and faculty, bridging the gap between academic research and real-world applications.

2.13 Support Faculty Formation Phases - Support will be provided during key formation phases of the Faculty's development, particularly as new academic initiatives are introduced and as the Faculty expands its scope. This structured support will ensure smooth transitions, minimize disruptions, and allow for continuous improvement. This includes facilitating the onboarding of new faculty, providing guidance during the early stages of program development, and ensuring that staff are adequately trained to meet evolving academic needs.

2.14 Increase Gender Balance - The Faculty will adopt strategies to improve gender balance in its academic staff. These strategies will include implementing equitable recruitment, promotion, and retention practices, alongside initiatives aimed at fostering diversity and inclusion in the workplace. The Faculty will aim to provide equal opportunities for all faculty members, regardless of gender, ensuring that its academic team reflects a broad range of perspectives and experiences.

2.15 Strengthen Academic Credentials and Instruction Quality - The Faculty will establish awards and recognition programs to celebrate excellence in teaching, research, and service. This will include both formal awards and informal recognition to motivate staff to pursue best practices and strive for continued academic excellence. Recognition will be given for outstanding contributions to student learning, significant research achievements, and innovative pedagogical approaches.

2.16 Support Active Engagement in Scholarship - The Faculty will encourage and support academic staff in their pursuit of research, international collaborations, and the development of expertise in specialized areas of medical biochemistry and biotechnology. Financial resources, research grants, and collaborative opportunities will be provided to help staff build their scholarly profiles and contribute to the advancement of knowledge in their fields. Active engagement in scholarship will be supported through regular workshops, collaborative seminars, and networking opportunities with global experts in the discipline.



3. Staff Development Action Plan (2024-2029)

Strategic Goals	Actions	Persons Responsible	Target	Timeframe
Goal 1: Enhance Pedagogical Skills	Organize annual workshops on modern educational techniques, student engagement strategies, and digital tools. Implement case study-driven learning and lab-based teaching methods.	Dean, Faculty Sub-Committee	90% of faculty attending at least one pedagogical training session per year.	2024-2025
Goal 2: Advance Academic Staff to Higher Titles	Conduct a staff survey, create individual promotion plans, integrate into Faculty plan	Dean, Academic Staff	80% promoted to Assistant Professor, 10% to Full Professor	2024-2029
Goal 3: Sponsor Doctorate and Post-Doctorate Studies	Develop and implement a sponsorship plan for further studies	Dean, HR, Rector	2 PhDs/Post-docs sponsored	2024-2029
Goal 4: Support Work-Life Balance for Junior Faculty	Offer flexible working hours, mentorship programs, and professional development opportunities for early-career faculty.	Dean, Vice-Dean	5 early-career staff supported	2024-2029
Goal 5: Support Mid-Career and Late-Career Professors	Provide research support tailored to mid and late-career professors	Dean	4 professors supported in high-impact research	2024-2029
Goal 6: Foster Change and Developmental Ethos	Promote and implement change management training	Dean	80% of staff trained in change management	2024-2029
Goal 7: Integrate Staff Development into HR Compensation Plan	Draft a proposal linking staff development with compensation	Dean, HR	Proposal reviewed and approved	2026
Goal 8: Embed Staff Development in Academic Calendar	Integrate staff development into the annual calendar	Dean	Fully integrated calendar	2026



Goal 9: Align Staff Development with Faculty Strategic Planning	Ensure full alignment of staff development with strategic goals	Dean	Complete alignment achieved	2024
Goal 10: Recruit and Develop Junior Professors	Conduct needs assessment, recruit from top graduates	Dean	5 junior professors recruited	2024-2029
Goal 11: Focus on Research Skills	Implement training and mentorship programs for research	Dean	80% of staff receive research skill support	2024-2029
Goal 12: Develop Academic Community and Services	Develop and implement a plan for community services	Dean, Faculty Council, HR	Plan adopted and implemented	2024-2029
Goal 13: Support Faculty Formation Phases	Provide structured support during formation phases	Dean, HR	Formation phase policy adopted	2024-2029
Goal 14: Increase Gender Balance	Implement hiring and promotion strategies for gender balance	Dean, HR	Achieve 50-50 gender balance	2027
Goal 15: Strengthen Academic Credentials and Instruction Quality	Introduce Best Professor, Lead Scholar, and Young Scholar Awards	Dean, Faculty Council	Annual awards implemented	2024-2029
Goal 16: Support Active Engagement in Scholarship	Provide grants and incentives for scholarly activities	Dean, Faculty Council	6 Lead Scholars and 6 Young Scholars supported	2024-2029