

Title:

Capacity development indicators for faculty development programs: a narrative review

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Background

A major goal for faculty development is organizational development and one of the key processes is capacity development. Capacity development has been loosely defined as the ability of organization to use resources effectively, achieve goals and improve performance. There is a practical need to identify the indicators of capacity development in the context of faculty development programs and this narrative literature review is the first to systematically identify these indicators.

Summary of Work

A systematic search was carried out in Medline, ERIC, Web of Science, Scopus and EMBASE databases from 1980 to 2017. A total of 874 articles were initially identified, with 20 included in the review based on title/abstract and full text. In total, 230 indicators of capacity development were extracted and were categorized into subcategories and themes.

Summary of Results

Six themes were identified: developing innovations in teaching and learning; developing and advancing scholarship; developing effective leadership and management; developing clinical practice; developing linkages, collaborations and partnerships; and developing and sustaining faculty development. Innovative teaching methods, changing attitudes toward scholarship, developing policies to support faculty development were important subcategories. Indicators related to linkages, collaborations and partnerships were the most frequently mentioned indicators of capacity building in the context of faculty development programs.

Discussion & Conclusion

Faculty development impacts organizational development through indicators identified in this review. Policy makers and planners may benefit of the results of this study to enhance the impact of faculty development programs on both participants and their institutions.

Take-home Messages

Faculty development programs must move beyond delivering content to individual faculty towards becoming a facilitator of organizational improvement.