



Medical Program

Faculty of Medicine and Health Sciences

An-Najah National University

Medical Program Strategic

Plan 2020-2025

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History



In 1994, medical and health sciences faculties and programs were established at An-Najah National University (ANU). All medical and health faculties and programs were restructured under the umbrella of the Faculty of Medicine and Health Sciences (FMHS) in 2011, after which several health sciences programs were created. In 1994, the Faculty of Pharmacy was also established.

The "Faculty of Medicine," in its current form, was established in 1999 in cooperation with Al-Quds and Al-Azhar universities. The administration headquarters were located on Al-Quds University Campus, while other administrative offices were at An-Najah University in Nablus and Al-Azhar University in Gaza, according to specific administrative terms and conditions.

In the academic year 2006-2007, the Faculty started offering clinical education after obtaining approval from the Palestinian Ministry of Education and Higher Education. The Faculty of Medicine was officially recognized as an independent medical college by the Ministry of Education and Higher Education in the academic year 2007-2008. In 2004, the Optometry and Nursing faculties were established, while in 2006 the Forensic Medicine Institute was founded. With regard to child health, the An-Najah Child Institute, known today as the Palestinian Child Institute, was founded in 2010. In 2015, the An-Najah Bioequivalence Center, now known as the An-Najah Bioscience Unit (NBU), was established.

In 2013, ANU and FMHS established the An-Najah National University Hospital (NNUH), which is the only teaching hospital in Palestine. The hospital offers distinguished, high-standard, multilevel healthcare services, as well as clinical education and training to future and current healthcare providers.

In 2020, the Department of Applied and Allied Medical Sciences was established. Additionally, the Office of Medical Education was founded.

Academic Structure

The Faculty of Medicine and Health Sciences (FMHS) consists of five academic departments:

Department of Biomedical Sciences

Department of Medicine

Department of Pharmacy

Department of Nursing and Midwifery

Department of Applied and Allied Medical Science

This document provides a concise summary of the Strategic Plan (2020-2025) for the Medical Program at An-Najah National University's Faculty of Medicine and Health Sciences.

Vision

The Faculty of Medicine and Health Sciences seeks to be a leading and sustainable center in medical and health education and training, as well as scientific research at a global level. It aims to make a significant impact on Palestinian society by ensuring access to the highest standards of healthcare services and advancing them.

Mission

The Faculty of Medicine and Health Sciences aims to:

- Develop the community health sector.
- Establish solid and fundamental foundations for medical and health education.
- Compete in all forums with outstanding and qualified graduates.
- Provide extensive opportunities for students to join high-quality health programs in their homeland.
- Advance research work in the health sector at a global level.

Values

- | | |
|--------------------------|---------------------------|
| • Humanity | • Credibility |
| • Professionalism | • Health Wellbeing |
| • Respect | • Innovation |
| • Accountability | • Inclusivity |
| • Integrity | • Volunteering |

Methodology

The preparation of the Strategic Plan for the 2020–2025 cycle commenced following a directive from the university leadership, marking a structured and participatory approach to institutional planning. A core committee was established, comprising the Dean of the Faculty of Medicine and Health Sciences, the Directors of the Medicine and Biomedical Sciences Departments, and the Quality Assurance department. This team was tasked with coordinating strategic planning efforts across departments, identifying priorities, and facilitating the development and execution of actionable initiatives.

The impetus for the strategic plan stemmed from the faculty's evolving needs and the dynamic challenges facing the higher education and healthcare sectors in Palestine. The plan was designed to serve as a comprehensive roadmap for aligning institutional goals, optimizing resource utilization, and advancing the faculty's mission of academic excellence, innovation, and social impact.

To ensure inclusivity and relevance, the planning process incorporated extensive consultations and collaborative dialogue with faculty members, administrators, and stakeholders. Discussions focused on identifying critical challenges, potential opportunities, and strategic priorities. The committee emphasized the importance of integrative and effective partnerships across internal and external stakeholders, fostering a culture of shared responsibility and continuous improvement.



OUR GOALS

Strategic Goals

- Infrastructure Development and Optimization at Faculty level
- Educational Excellence
- Capacity Building for Staff Excellence
- Fostering Global Partnerships and Interdisciplinary Collaboration
- Promoting Social Impact and Community Engagement
- Empowering Student Development and Support
- Advancing Scientific Research Excellence

Goal 1: Infrastructure Development and Optimization at the Faculty level

Goal Description

This goal aims to improve the infrastructure of the faculty and enhance the services provided to students and staff. This will be achieved through the development of internet services, laboratories, classrooms, and educational tools, while adhering to established standards in the field. The goal is to implement the concept of a smart faculty, including the establishment of a VR lab, the procurement of mannequins, and the upgrading of our skills labs

Objectives

- 1.1 Establishing, increasing the number, equipping, and upgrading classrooms, offices, laboratories and support facilities.
- 1.2 Establishing Medical Clinics to be available for students, staff, and the public.
- 1.3 Providing high-quality wireless service with comprehensive coverage

Key Performance Indicator (KPI) (Completion percentage)

Number of established/upgraded facilities per academic year (Partially completed)

Number of medical clinics established (100%)

Increasing the number of access points to improve internet services (100%)





Goal 2: Educational Excellence

Goal Description

The goal aims to enhance the quality, relevance, and global recognition of academic programs by ensuring they meet international standards and effectively support student success. Achieving international accreditation for key programs, aligning learning outcomes, and expanding postgraduate opportunities will strengthen the institution's academic reputation. Establishing dedicated units and fostering collaborations will streamline operations and enrich educational offerings, while clear job descriptions and regular feedback surveys will ensure staff alignment, engagement, and continuous improvement, ultimately fostering an environment that supports both academic excellence and student satisfaction.

Objectives

- 2.1 Attaining International Accreditation for the Medicine Program
- 2.2 Developing and Improving assessment Tools to evaluate student performance
- 2.3 Aligning Intended Learning Outcomes (ILOs) with Program Learning Outcomes (PLOs)
- 2.4 Expanding Postgraduate and undergraduate Programs
- 2.5 Establishing a Medical Education Office
- 2.6 Establishing a Student Affairs Unit
- 2.7 Establishing a Postgraduate Studies Unit
- 2.8 Developing clear and comprehensive job descriptions for all faculty and staff
- 2.9 Establishment of a feedback survey system to assess student and staff satisfaction
- 2.10 Increasing number of staff
- 2.11 Managing scholars recruitment, engagement, and development

Key Performance Indicator (KPI) (Completion percentage)

- Accreditation achieved (100%)
- Introduction of new assessment tools (100%)
- Establishment of a new platform to align ILOs with PLOs (100%)
- Number of new programs (17 new programs)
- Establishment of support units (100%)
- Establishment of Job Description for faculty members (100%)
- Implementation of Feedback and Evaluation System (100%)
- Number of academic staff allocated per academic year (Ongoing)
- Number of scholars per academic year (Ongoing)





Goal 3: Capacity Building for Staff Excellence

Goal Description

This goal aims to enhance the capabilities of faculty and support staff through systematic and continuous training and development in academic and related fields.

Objectives

- 3.1 Provide continuous professional development opportunities for faculty and staff, and strengthen staff engagement through targeted team-building activities.
- 3.2 Improve the staff appraisal system to support professional growth and development.
- 3.3 Provide more scholarship opportunities for faculty members to pursue advanced degrees and enhance their professional expertise.
- 3.4 Strengthen faculty development and career advancement

Key Performance Indicator (KPI) (Completion percentage)

- Number of workshops conducted per academic year (Ongoing)
- Completion and approval of new appraisal system policy (In progress)
- Number of scholars per academic year (Ongoing)
- Completion and approval of the promotion policy (100%)
- Number of promoted faculty members (Ongoing)



Goal 4: Fostering Global Partnerships and Interdisciplinary Collaboration

Goal Description

This goal aims to establish and strengthen partnerships with international and local institutions, promoting interdisciplinary collaboration and knowledge exchange.

Objectives

4.1 Establishing Interdisciplinary and International Collaborations

Key Performance Indicator (KPI) (Completion percentage)

Number of Agreements or MoUs Signed (Ongoing)



Goal 5: Promoting Social Impact and Community Engagement

Goal Description

This goal aims to enhance the social responsibility of the faculty, including its faculty members and students, in response to the challenges faced by Palestinian society. The faculty seeks to conduct health-related and awareness activities that address the needs of the community, in addition to providing medical services.

Objectives

- 5.1 Conducting Social Responsibility Initiatives
- 5.2 Providing medical services

Key Performance Indicator (KPI) (Completion percentage)

- Number of social responsibility activities (Ongoing)
- Number of facilities offering medical services (Ongoing)



Goal 6: Empowering Student Development and Support

Goal Description

This goal focuses on offering essential support to students in areas such as finance, academics, and well-being, ensuring they have the resources needed to succeed and have a positive learning experience.

Objectives

- 6.1 Supporting students financially
- 6.2 Supporting students academically
- 6.3 Supporting students' healthcare

Key Performance Indicator (KPI) (Completion percentage)

- Number of students receiving financial (Completed)
- Students to advisors ratio (Completed)
- Number of facilities offering medical services (Ongoing)



Goal 7: Advancing Scientific Research Excellence

Goal Description

This goal aims to advance scientific research excellence by strengthening research infrastructure, enhancing research output and quality, and supporting faculty and student research.

Objectives

7.1 Strengthening Research Infrastructure

7.2 Enhancing Research Output and Quality

Key Performance Indicator (KPI) (Completion percentage)

Transform the Scientific Research Unit into a department (Completed)

Increase in personnel within the department (Completed)

Number of papers published (Ongoing)

Number of citations (Ongoing)

Number of publications in the top 10% most cited publications worldwide (Ongoing)



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**Strategic Plan for Medicine Program
Faculty of Medicine and Health Sciences
An-Najah National University**

www.fmhs.najah.edu/en/