



AIIMS

**All India Institute of
Medical Sciences**

Bibinagar, Hyderabad

FACULTY DEVELOPMENT PROGRAMME

First Report
(Jan-July-2021)

HRD CELL





**ALL INDIA INSTITUTE OF
MEDICAL SCIENCES**

Bibinagar, Hyderabad.

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Dear faculty,

Our Institute, AIIMS Bibinagar is like mini India. We have faculty coming from different corners of India and from diverse institutions with varied work cultures. The Faculty Development Program was designed to bring all of you on a common ground and brief you regarding the various rules, duties, responsibilities applicable and facilities available to a faculty of AIIMS. It served as a medium for you to get to know each other, and recognize our strong points and interests. During the program you have heard and interacted with speakers from other Institutes of National Importance and must have learned from their experiences.

The work ethics and culture of AIIMS, New Delhi, PGIMER Chandigarh and other premier institutes of India should be incorporated to develop the new Institutes. Faculty members are the ones who will take the new Institutes forward and will also mentor residents, students and serve mankind.

The Faculty Development Program was designed for holistic development of faculty in research, administration and hospital management. The Human Resource Development cell will be conducting such sessions for the newly recruited faculty and nursing officers in batches. In future, I hope to see many of you taking up posts in Institute administration and management and know you will do a good job.

All the best!

MESSAGE



Prof. Dr. Vikas Bhatia
Executive Director and
CEO
AIIMS, Bibinagar

A handwritten signature in black ink, appearing to read 'V. Bhatia', written in a cursive style.

Prof. Dr. Vikas Bhatia

The aim of organizing the “Faculty Development Program” was to apprise the newly recruited faculty about the functioning of AIIMS. It is very important that the faculty who join here should achieve not just academic excellence but also develop managerial and administrative skills. The faculty should be well versed with the process of procurement, inventory management, hospital development and communication. Research and medical education form two very important facets of AIIMS faculty. Renowned speakers from all over the country were invited to share the wealth of their knowledge and experiences during this program.

This program is intended to empower the faculty and bring about an overall development in their personality to achieve greater heights professionally. This in turn would lay the foundation for making our institute “an institute par excellence”.

MESSAGE



Dr. Neeraj Agarwal

Medical Superintendent
Former Chairperson HRD Cell
Former Dean
Professor and HOD,
Dept. of CMFM

A handwritten signature in black ink, appearing to read 'N. Agarwal'.

Dr. Neeraj Agarwal



The hallmark of any world- renowned institute is the ability of its faculty to think “out of the box”. This might be in the field of research, teaching or innovations in health care services. An institute should not restrict its purview to just its specialties but broaden its outlook and become more globally relevant. This can be achieved through collaborations and organizing interactive sessions with other premier institutes.

The first leg of the Faculty Development Program covered the basic ideology, administration, research culture and hospital development skills required of an AIIMS faculty. In the coming sessions we plan on providing a platform for exchange of ideas with other national institutes regarding management, human resource development and innovations in science and technology. A step further we may be looking at faculty and student exchange programs which will shape our students into competent doctors with holistic approach.

The future of our Institute depends on our zeal to spread our wings, soar high and see far and beyond!

MESSAGE



Dr. Rahul Narang

Dean
Chairperson, HRD Cell
Prof and HOD,
Dept. of Microbiology

Dr. Rahul Narang





Dr Nitin Ashok John, Co-Chair, Faculty Development Program

It was a privilege & an honour to Co-Chair the Faculty Development Program at AIIMS, Bibinagar. Faculty is the backbone of any Institute and it's a big responsibility on FDP team to further enhance the skills and capabilities of the faculty members to make them one of the best in our country. It was my pleasure to coordinate with the HRD Cell members to arrange highly intellectual and interesting sessions. This is just the beginning and we have a long way to travel in this academic journey together.

I hereby extend my greetings and look forward to arranging further sessions. I hope the present session was helpful for all.

MESSAGE



Dr Nitin Ashok John,

Co-Chair, HRD Cell
Prof & Head, Dept. of Physiology,
AIIMS, Bibinagar.

FROM COORDINATOR'S DESK

It's a journey we travel; we find so many unknown turnings, learn new things by meeting so many people and are exposed to new ideology. A NEW YEAR and a NEW ERA started for many of us in Bibinagar campus from January 1st 2021. There were lot of apprehensions and confusion for us because we were from different parts of the country, backgrounds and different working atmospheres. At various junctures, we had many questions and doubts.

Our Director, Dr. Vikas Bhatia and the then chairman of Human Resources Development Cell, Dr. Neeraj Agarwal, came up with a idea that we need to uplift the thought process and make all comfortable to be in new environment. Thus began the saga of Faculty Development Programme (FDP).

I always believe 'There is no point in waiting for storm to stop but we should learn to dance in rains'. This was the concept which many of our speakers too brought into our AIIMS environment. They said we should start doing whatever possible at our level, within our capacity to build something new. A lot of confidence was brought into all of us through the experiences and life stories of the speakers.

We all were in the phase of knowing each other and this platform gave us friends for life. We learnt a lot of soft skills, office procedures along with rules, regulations and research. I am happy and honoured to be part of this learning where I met many friends from outside Hyderabad and also within campus. HRD Cell by itself learnt a lot - to work as a team, to plan and to execute the work. The process had many ups and downs but it was fun. Let's do it again- let's "Build a Mindfulness" to make us all better humans through our learning.

Thanks to our leader, Dr. Vikas Bhatia who came up with this idea and the administrator, the then chairman Dr. Neeraj Agarwal who taught us the ropes of AIIMS work culture. Now with a new chairman with a new ideology, we have a long way to go.

MESSAGE



Dr. Rashmi Kundapur

Co ordinator HRD Cell
Additional Professor
Dept. of CMFM



For AIIMS, Bibinagar to fulfill its mandate as an Institute of National Importance and become a center for excellence at regional and national levels, it needs to build a strong and efficient workforce. The faculty of the Institute plays the pivotal role of a strong foundation on which the Institute will stand tall and reach great heights.

Dr. Vikas Bhatia, Director AIIMS, Bibinagar, who is an inspiration to all of us, has done an amazing job of selecting the best candidates to serve as faculty for this young and upcoming Institute. Akin to the training program conducted for the newly selected officers of the Indian Administrative Services at Mussoorie, the Faculty Development Program was his brainchild. He rightly envisioned that though individual faculty members are highly qualified and experienced in their own subject, they would benefit from a program that would train and orient them to the work culture and ethics of AIIMS.

The program was organized by the Human Resources Development Cell (HRD Cell) under the chairmanship of Dr. Neeraj Agarwal, Professor and HOD, Department of CMFM.

As a member of the HRD Cell and with encouragement from our beloved Director Sir, I set upon the task of noting all the salient features of each session. This report is a compilation of the various topics covered as a part of the program by eminent and experienced speakers from across the country.

This book is the result of the joint efforts and hard work of all the HRD Cell members under the guidance of our Director Sir.

PREFACE



Dr. Annapurna Srirambhatla

Editor

HRD Cell Member

Associate Professor

Department of Radiodiagnosis

HRD Cell Members



Dr. Neeraj Agarwal

Medical Superintendent
Former Chairperson HRD Cell
Former Dean
Professor and HOD, Dept. of CMFM

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Introduction

The All India Institutes of Medical Sciences are a group of autonomous central government institutes established under the PMSSY for promoting medical education, research and providing the best medical care to Indian population living in the remotest areas of the country. All these institutes are recognized as “Institutes of National Importance”.

The employees of AIIMS are selected by meticulous and rigorous interviewing processes after evaluating their teaching and research experiences. The selected medical professionals are expected to follow a code of conduct and are governed by the Central Government Services Rules.

Need for the program

With the establishment of the newer AIIMS institutes in various states, it was noted that the faculty recruited were from medical colleges spanning across the country and with various affiliations. As the newer Institutes themselves are in their budding stages, it is imperative that the initial faculty recruited had not just excellent academic credentials but also knowledge of administrative and financial aspects of the Institute. Thus arose the need for a program to train the newly recruited faculty and apprise them about the Institute functioning.

The Faculty Development Program is the first of its kind conducted by AIIMS Hyderabad under the aegis of Executive Director, Dr. Vikas Bhatia and Professor and HOD Department of CMFM, Dr. Neeraj Aggarwal.



AIIMS
Bibinagar, Hyderabad.

*As you take just the tiniest step in the direction of your dreams,
The next step becomes clear..and then the next...*

-Jane Lee Logan

The HRD Cell envisions a future for our Institute in which each individual can progress towards their goals, learn new things en route, and discover new facets to their personality. This could be their skill in administration, innovativeness in research, passion for teaching, shrewdness in finance or smoothness in communication.

To achieve this, multiple interactive and informative sessions are being planned with speakers from National Institutes dealing with management, technology, communication and finance. This would broaden our outlook and keep us abreast with the changes happening around us. These efforts will give our Institute global relevance and recognition.

We grow together as a team, one step at a time !



