



# PERFECT Program Highlights

## MEPI Junior Faculty Conference

Durban, South Africa, 4 August 2018

**Prof JG Hakim, FRCP, DSc(HC), PGDipHPE**  
**University of Zimbabwe**



# Outline

- PERFECT Program & Implementation
- Outputs
- Challenges
- Conclusions

# University Level Health Professions Training Institutions in Zimbabwe



University of Zimbabwe College of Health Sciences

Midlands University Medical School

Africa University Faculty of Health Sciences

National University of Science & Technology Medical School

# PERFECT Strategy

**PERFECT-Promoting Excellence in Research and Faculty Enhanced Career Training**

To train a critical mass of junior faculty to become the next generation of researchers at the UZCHS



Competent  
Independent  
Researchers

Capable of  
Competing for  
Funding

Able to  
Collaborate  
Internationally



# PERFECT Implementation across all Disciplines at UZCHS



Medicine



Dentistry



Pharmacy



Nursing



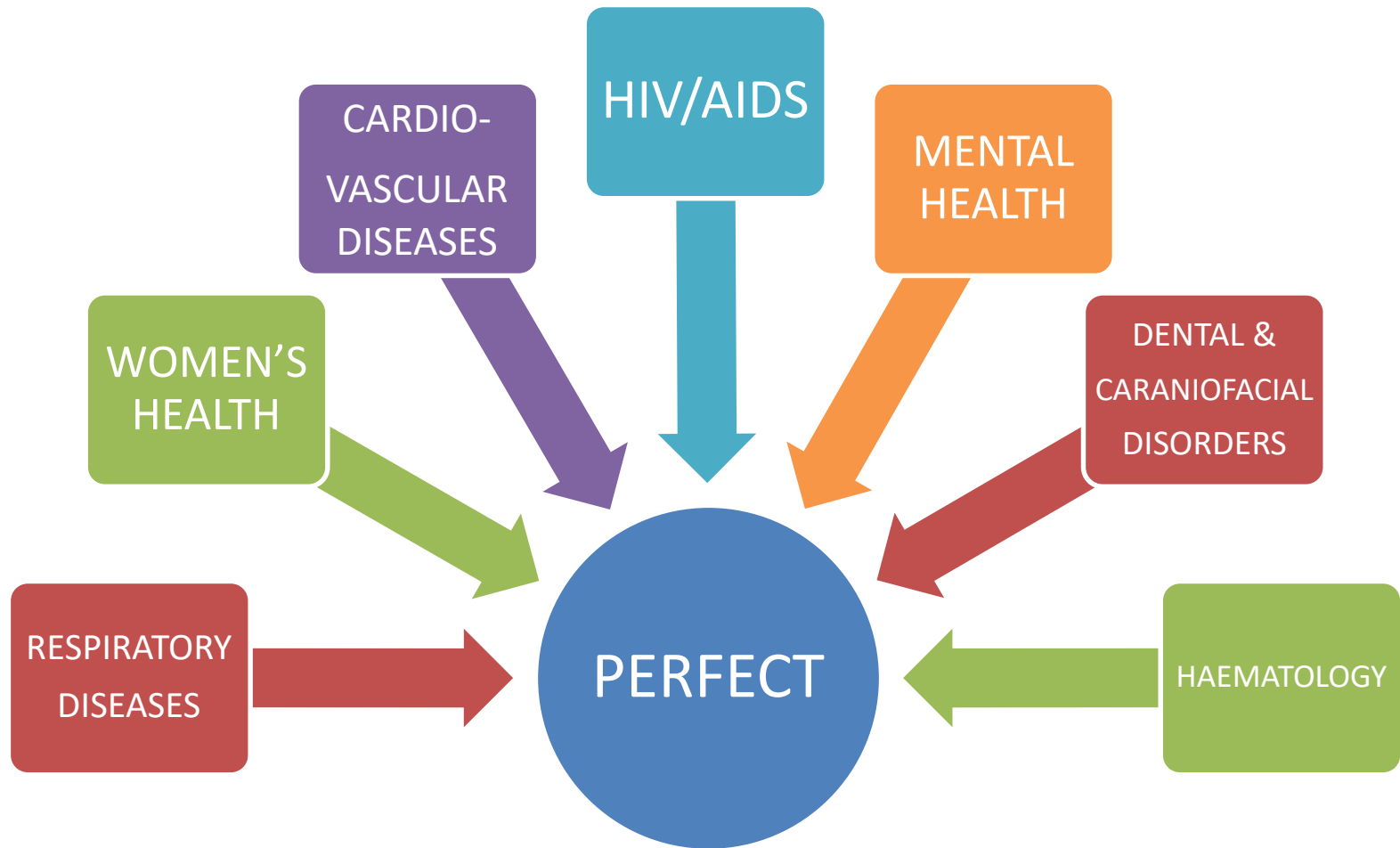
Rehab



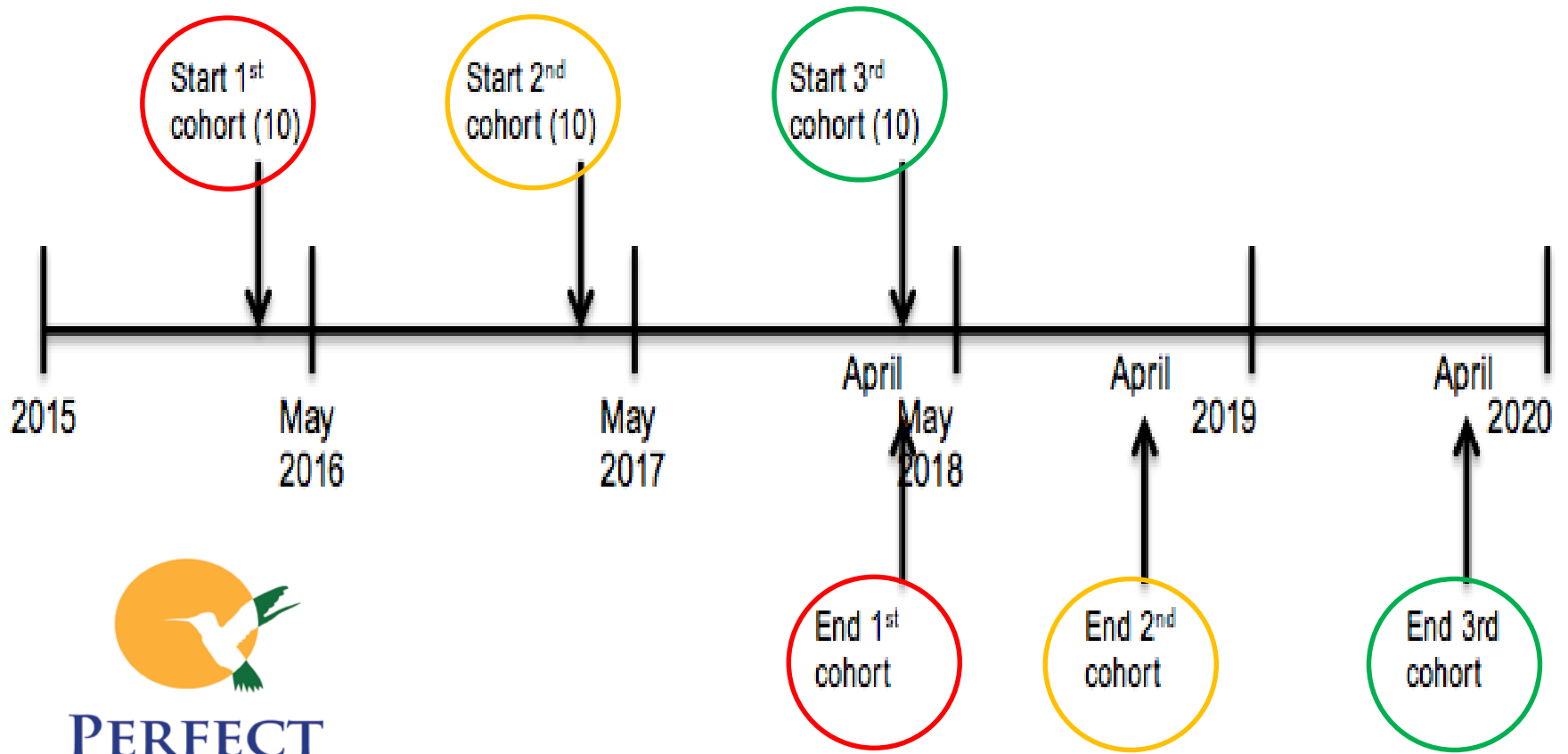
Lab  
Sciences



# Target Scientific Areas



# Implementation Timelines



# Training Programme

## **CORE RESEARCH SKILLS**

Research methodology  
Health information literacy  
Bioethics  
Research administration  
Grant writing  
Scientific writing for publication  
Presentation skills

## **ASSOCIATED SKILLS TRAINING**

Leadership/management/governance  
Bioinformatics  
Biosafety  
Intellectual property rights  
Technology transfer

## **PRACTICAL TRAINING**

Mentorship, Mentored research projects, Electives, Attachments



# Training Timelines



**PERFECT**  
UNIVERSITY OF ZIMBABWE  
COLLEGE OF HEALTH SCIENCES

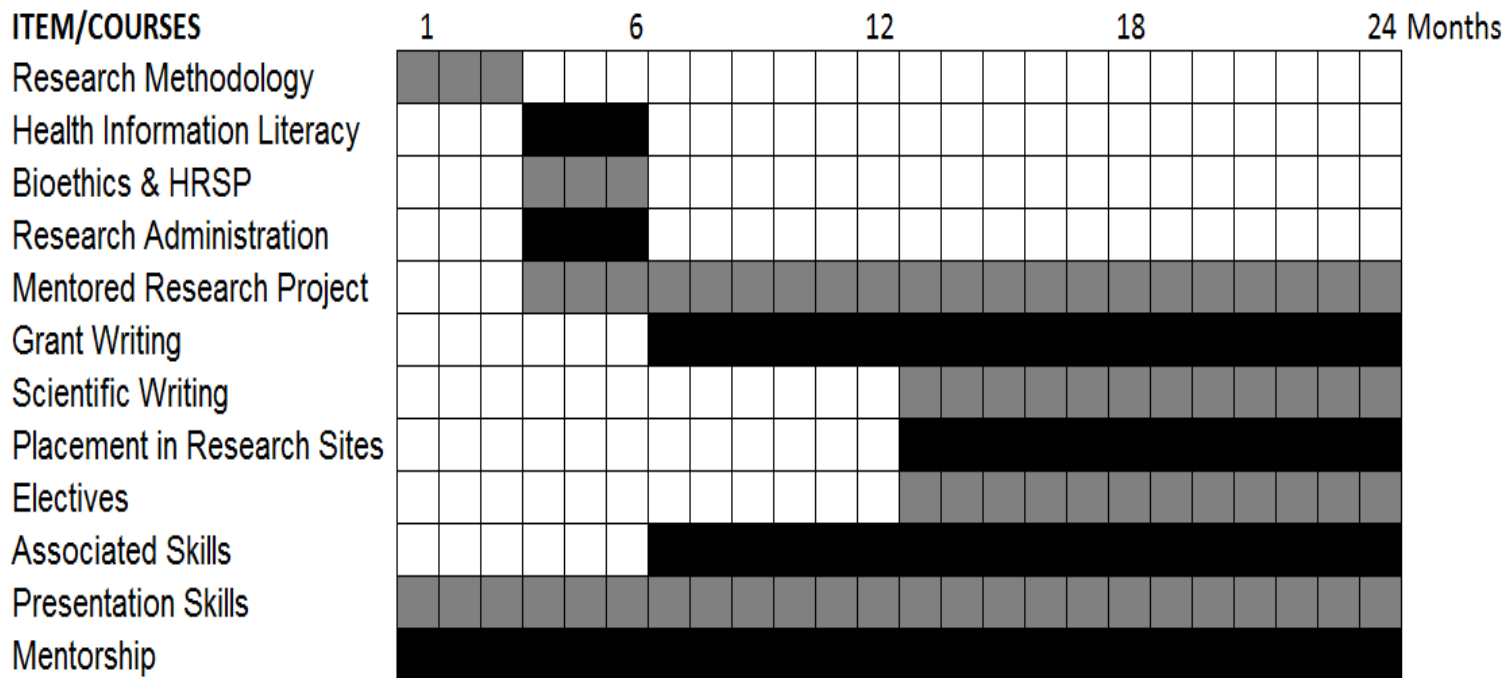


Figure 4: PERFECT Schedule of Training Courses/Activities from month 1-24 for each Cohort

# PERFECT WEB-PORTAL



## LATEST NEWS

### PERFECT orients Second cohort trainees

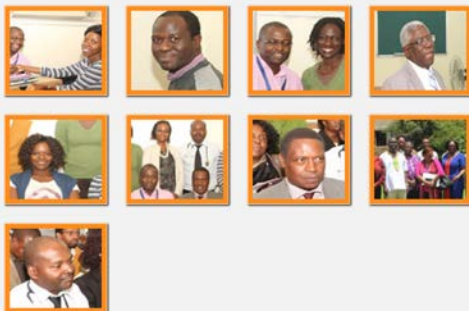
On the 26th of May UZCHS held an induction ceremony for its second cohort PERFECT trainees. The new cohort consists of 14 junior faculty trainees drawn from the various departments in the UZCHS including Medicine, Surgery, and Pediatrics, Dentistry, and Occupational health, Obstetrics and Gynecology, among others. The induction ceremony was held to help the new cohort develop a deeper understanding of the

### NEWSLETTER

- [Volume 3, July 2017](#)
- [Volume 1, June 2016](#)



### GALLERY



### MY PORTAL Members Only

Access to the Portal is limited for use by PERFECT committees, trainees and secretariat. Should you want temporary access to the portal contact the PERFECT Training Coordinator.

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<http://www.uzchsp perfect.ac.zw/>

# Training Program Outputs

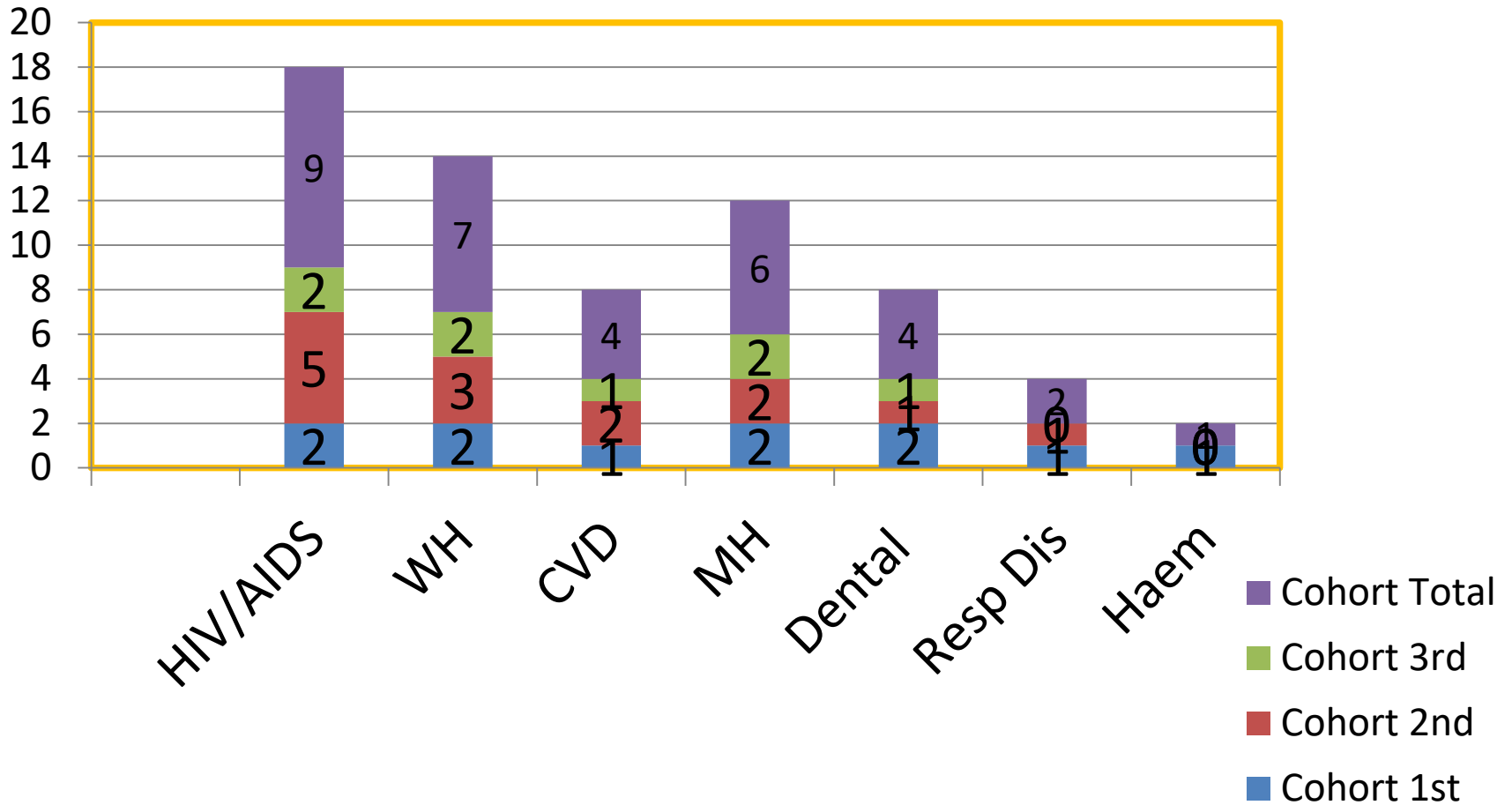
- **33 trainees recruited (pictures of some trainees)**
  - Cohort one-11
  - Cohort Two-14
  - Cohort Three-8



Clayton Dedonder award (2018)  
To train 11 faculty in Mentorship



# Scientific Focus & No of trainees



# Scientific Outputs-2 years analysis

- Conferences attended-16
  - Local, regional & international
- Grants secured-7
  - Fellowships, travel awards and small research grants
- Publications-26 by 12 trainees
  - 7 in cohort 1
  - 5 in cohort 2
- PhDs-2

# Trainee Outputs-Conferences Attendance and Presentations

Name of conference	Country	Level	# attended
ZIMA conferences 2017	Zimbabwe	National	9
MEPI Junior Faculty Conference 2017	Ethiopia	Regional	2
AFREhealth Symposium 2017	Ghana	Regional	2
First African Head and Neck Society Conference 2017	Kenya	Regional	1
Surgical Society of Zimbabwe Head and Neck Seminar	Zimbabwe	National	1
6 <sup>th</sup> Pan Africa Cleft Lip and Palate conference 2017	Kenya	Regional	1
ZIDA Workshop	Zimbabwe	National	1
23 <sup>rd</sup> International Assoc of Oral and Maxillofacial Conference 2017	Hong Kong	International	1
2018 Pan African Thoracic Society	S. Africa	Regional	1
Global Health Conference 2016	USA	International	1
Alliance for Global Health and Science Summer conference 2016	Uganda	regional	1
HPV conference 2016	Africa	regional	1
HIV research for prevention conference 2016	USA	regional	1
International AIDS conference 2016	S. Africa	regional	1
32 <sup>nd</sup> International Papilloma Virus Conference 2016	Australia	International	1
UKZN Annual Research Symposiums (2016 & 2017)	S. Africa	Regional	1
Psychological Therapies conference	UK	International	1
HIV Treatment Adherence conference	Zimbabwe	National	1

# Grants secured by 7 trainees

Name of Grant	# Trainees	Year
Alliance Small Laboratory grants	1	2016
HIV Research Trust	1	2016
GloCal Fellowship	1	2017
Travel Grant International AIDS Society conference 2018	1	2018
HIV Research Training Program (H RTP) Fellowship	1	2018
AIDS Malignancy Consortium International Fellowship	1	2018
UZCHS Clayton Dedonder Fellowship	3	2018
Travel Grant Pan African Thoracic Society Congress 2018	1	2018
Total	10 small grants and fellowships	

# Challenges

- Inadequate interest in some target scientific areas-Haematology, CVD
- Competing demands for trainees, mentors and facilitators
  - Institutional teaching & administrative pressures
  - Financial needs
  - Other
- Slow completion of projects
- Monitoring the mentorship process



# Conclusions

- The PERFECT Program has completed enrolment of the planned number of trainees
- There has been an enthusiastic uptake of the program by both trainees, mentors and UZCHS leadership
- Execution of the program has been largely as per plan. College wide activities have however been more difficult to implement

# Conclusions

- Improvement of mentor/mentee performance continues to be work in progress
- Governance, management and administration of the program are working well as per plan
- PERFECT continue to enjoy excellent support and encouragement from the UZ VC, the Dean of UZCHS and Faculty



# Acknowledgements



**PERFECT**  
UNIVERSITY OF ZIMBABWE  
COLLEGE OF HEALTH SCIENCES

- Vice Chancellor
- Dean UZCHS
- UZCHS Faculty
- Mentors and Advisors
- PERFECT Steering Cmtte
- PERFECT TAC
- PERFECT Administration
- NIH/FIC-Funder
- UC Denver
- Stanford University
- UC London
- King's College London
- UCT
- In-Country Institutes



**Thank You**

# Trainees

- ***Requirements***
  - Eligibility- all UZCHS Departments
  - Must be current faculty members at UZCHS
- ***Qualifications and Experience***
  - MMed or equivalent, MSc, MPhil or PhD
  - $\leq$  45 years of age
  - Staff development fellows, research fellows, lecturers and senior lecturers
- ***Expectations***
  - Commitment to a research career
  - Commitment to complete all components of the programme
  - Commitment to remain on the UZCHS faculty during and beyond the training program
  - Strong endorsement of each trainee by departmental chair/departmental board

# Collaborators/Partners

- **External**

- University of Colorado Denver (UCD), Evaluation Centre
- Stanford University
- University College London
- Kings College London
- University of Cape Town

- **In-Country**

- UZ-UCSF
- UZCRC
- BRTI
- AiBST
- CeSHHAR
- SACORE
- AITRP
- NORAD
- ZICHIRE

# Publications by 1<sup>st</sup> cohort trainees

M. Madhombiro. A cluster randomised controlled trial protocol of an adapted intervention for alcohol use disorders in people living with HIV and AIDS: impact on alcohol use, general functional ability, quality of life and adherence to HAART , BMC Psychiatry, 2017

M.Madhombiro.Perceptions of alcohol use in the context of HIV treatment: a qualitative study, HIV/AIDS Research & Palliative care, 2018

M.Madhombiro. Prevalence of depression and anxiety among undergraduate university students in low- and middle-income countries: a systematic review protocol, BMC Systematic Reviews, 2017

S.Muteti. Prevalence of respiratory symptoms among small scale wood furniture workers in the Zimbabwe informal sector industry, African Journal of Thoracic and Critical Care Medicine, 2018

S.Muteti. Occupational Health and Safety in the Southern African Development Community, Occupational Medicine, 2018

R. Mandishora. Intra-host sequence variability in Human papillomavirus, Papilloma Virus Research, 2018

R. Mandishora, Genotypic diversity of anogenital Human papillomavirus in women reporting for routine cervical cancer screening, Journal of Medical Virology, 2018

# 1<sup>st</sup> cohort trainees publications cont'd

J.January. Evaluation of the child growth monitoring programme in a rural district in Zimbabwe, Early Child Development and Care,2017

J.January. Determinants of hygienic self-care practices related to skin conditions among primary school children in Harare City, International Journal of Health Promotion and Education, 2017

J.January. Who benefits from Public Health financing in Zimbabwe? Towards Universal Health Coverage, Global Public Health, 2017

J.January. Factors associated with uptake of voluntary medical male circumcision among University of Botswana undergraduate male students, International Journal of Promotion and Education, 2017

W. Manana. The pattern of orbital fractures, managed at two referral centres in Nairobi Kenya, Journal of Craniofacial Surgery, 2018



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W. Manana. The pattern of orbital fractures, managed at two referral centres in Nairobi Kenya, Journal of Craniofacial Surgery, 2018

# Publications by 2<sup>nd</sup> cohort trainees

M. Chiwaridzo. Work-related musculoskeletal disorders among registered general nurses: a case of a large central hospital in Harare, Zimbabwe, BMC Research Notes, 2017

M. Chiwaridzo. A systematic review investigating commonly used physiological tests and their measurement properties in rugby, BMC Sports Science, Medicine and Rehabilitation, 2017

R. Siwela. Medical students' perspectives on the anatomy course at the University of Zimbabwe, AJHPE, 2017

A. Ziruma, A. Muyotcha and F. Hove. Rheumatic heart disease in pregnancy: a report of 2 cases, Pan African Medical Journal, 2017

T. Monera. Progress Towards the Pharmaceutical Workforce Development Goals (PWDGS) in International Pharmaceutical Federation (FIP). Research, development and evaluation strategies for pharmaceutical education and the workforce: A global report. 2017. The Hague: International Pharmaceutical Federation. p9-30

T. Monera. Research strategy for the development of clinical evidence for traditional herbal medicine" in Clinical Trials: Exploring Traditional Medicines. InterAcademy Panel for Health, Trieste, Italy.

T. Monera. Book chapter: ([New book: 'Exploring Traditional Medicine'](#))