



REPORT & PROCEEDINGS OF PRECONFERENCE WORKSHOPS

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PCW 1: Innovative Practices in Community-Oriented Health Professions Education

FACULTY:

1. Prof Abraham Joseph

Director, Christian Institute of Health Sciences and Research, Dimapur, Nagaland;
Former Head, Community Health Department, CMC, Vellore, Tamilnadu
Email: abrahamjosepha@gmail.com

2. Dr Arvind Kasthuri

Professor, Dept of Community Health, St John's Medical College, Bangalore
Email: arvindk@gmail.com

3. Dr Subodh S Gupta

Professor (Social Pediatrics), Dr Sushila Nayar School of Public Health and Dept of
Community Medicine, MGIMS, Sevagram, Wardha, Maharashtra
Email: subodhsgupta@gmail.com

4. Dr Chetna Maliye

Professor, Dr Sushila Nayar School of Public Health and Dept of Community Medicine,
MGIMS, Sevagram, Wardha, Maharashtra
Email: chetnamaliye@mgims.ac.in

BRIEF INTRODUCTION TO WORKSHOP:

Today, health professionals' education is almost entirely confined to the four walls of tertiary level teaching hospitals. Clinical training is based on a narrow spectrum of patients in need of tertiary health care. Contact with patients is restricted to the acute phase of illness.

There is a need for significant reorientation in health professionals' education and to integrate it with the community as well as the primary and secondary health care. Participation in community-based educational activities will not only improve the quality of health professionals' education and make it more relevant to the national needs, but also help in strengthening public health services and help build a linkage between the health care system and medical institutes.

The workshop will provide opportunity to get acquainted with current experiences with community-based medical education in India and a platform to discuss and plan what could be done in participant's own setting to make a beginning.

INTENDED OUTCOMES:

Participants will be able:

- to explain the importance of using the community extensively as a learning environment for the education of health professionals
- to design/ adapt and initiate community-based education for health professionals in their own setting

KEY REFERENCES:

- World Health Organization. Technical Report Series 746: Community-based Education of Health Personnel. Geneva: World Health Organization; 1987.
- Mennin S. and Petroni-Mennin R. (2006), Community-based medical education. *The Clinical Teacher*, 3: 90–96. doi: 10.1111/j.1743-498X.2006.00093.x.
- Worley P. Integrity: the key to quality in community-based medical education? (Part two). *Educ Health (Abingdon)*. 2002;15(2):129-38.
- Walters L, Prideaux D, Worley P, Greenhill J. Demonstrating the value of longitudinal integrated placements to general practice preceptors. *Med Educ*. 2011 May;45(5):455-63. doi: 10.1111/j.1365-2923.2010.03901.x.

REPORT



The workshop started with a welcome note from Dr BS Garg, Secretary, Kasturba Health Society. Dr Garg acknowledged the generous support provided by National Academy of

Medical Sciences in conducting the workshop. This was followed by an introduction session where all participants and resource persons introduced themselves.

Following this, Prof Abraham introduced the topic of Community oriented medical education. He highlighted how the current education of the health professionals becomes irrelevant as it does not prepare them for working in rural areas. He stressed on the need of creating additional settings for health professions education beyond the four walls of tertiary care facilities.

Dr Subodh discussed with the participants rationale and challenges of community-oriented education for health professionals. Emphasizing on the principles of community-oriented education, he told that informed the participants that there is a difference between community-based educational program and a traditional field work. For Community-oriented medical education, there must be identified educational goals and objectives. He discussed how different community-based learning activities could be utilized for imparting competencies.



This presentation was followed by sharing of experiences regarding Community-oriented education at CMC, Vellore; St John's Medical College, Bangalore and MGIMS, Sevagram. Prof Abraham, while presenting his experience of initiating community-based medical education at CMC, Vellore discussed how he tried to make it interdisciplinary where students studying nursing, physiotherapy and nutrition sciences can learn in an integrated manner.

Dr Arvind Kasthuri presented the experience of Community-oriented education at St John's Medical College, Bangalore. He described how Rural Orientation Program (ROP), Urban Orientation Program (UOP) and Community Health Action Program (CHAP) are organized with special emphasis on how this helps students gain understanding and competencies in an incremental basis. He also emphasized on the importance of reflections by the students during the evening hours every day during the camp period.

Dr Chetna Maliye shared experiences of Community-based education at MGIMS, Sevagram. She described how at Sevagram, intense efforts of community mobilization has been done. This helps the students learn the practice of community health and importance of involving the people for health action. She described the five milestones – Orientation camp, Social Service Camp, ROME Camp, Internship and Rural Placement Scheme of MGIMS, Sevagram which have been designed to create a rural bias among the undergraduate students.

After these presentations by faculty members, students and interns of MGIMS, Sevagram shared their perception regarding the community-based medical education at Sevagram. The students described how the camps help them acquire values and a lots of generic skills, e.g. communication skills, leadership skills, team building, empathy etc.

Following this, the resource persons invited questions and comments from participants. During this session, the participants shared their own experiences of community-based education. They also asked questions regarding challenges faced and best practices while implementing a community-based medical education. The participants also asked regarding the experiences of implementing community based education in an integrated multi-professional teaching module.

Dr. Kasthuri discussed how community-based education can be implemented in a competency based framework. With appropriate examples he emphasized the need for being focussed and identifying community-based learning activities for developing defined competencies of the students. He also emphasized on the need for student assessment being built within the curriculum while designing a community-based medical education.

This was followed by group work. The participants were divided in three categories. Each group was asked to think of three competencies, community-based learning activities for developing the competencies in a community-oriented approach, and how to assess the students for acquisition of these competencies. The presentations of the three groups were held in a plenary. The discussion during the group work and plenary was lively and each participant got engaged.

In another group work, participants planned how they will be able to initiate community-oriented education in their own settings.

Based on the guidelines of National Academy of Medical Sciences (NAMS), a pre-test and post-test questionnaire was administered at the beginning and at the end of the workshop. A feedback form for the workshop was collected from the participants at the end of the workshop. Certificates for the workshop were distributed to each participant.

The key take home messages were:

- for teaching health professionals, community as well as a diversity of health care settings at all levels should be used in a balanced manner;
- community-based education should not be confined to teaching only one subject, this must be utilized innovatively for teaching all subjects from preclinical to clinical as well as to develop personal and professional skills of the students;
- Innovative ideas should be utilized for training health professionals from different disciplines in an integrated manner in the community and other health care settings.

FEEDBACK ANALYSIS: PCW 1

No. of respondents: 17

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	5	12	4.70	0.46
2.	The objectives of this workshop were largely achieved.	0	1	1	7	7	4.25	0.85
3.	The faculty were effective in delivering the content.	0	0	2	3	11	4.56	0.72
4.	The interactivity within groups helped in learning better.	0	1	1	7	6	4.2	0.86
5.	The sessions were given appropriate time.	0	1	2	10	3	3.9	0.77
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in	0	1	0	6	9	4.43	0.81

	practice.							
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ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where
1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	0	0	0	8	9	4.52	0.51
2.	Audio-visual arrangements	0	0	1	5	11	4.58	0.61
3.	Food and catering	0	0	2	7	8	4.35	0.70

What was best in the workshop for you?

- Sharing of experience from other institutions +4
- Informal way of starting
- Competent faculty +1
- Hands-on experience
- Competency based curriculum +1
- Group discussion +2
- Interactive session +1
- Everything
- Two-way communication

What could be made better in this workshop?

- AV aids
- More time could be allotted +2
- Field visit +2
- Demonstration of handling students
- More examples from nursing +1
- Seating arrangement in groups
- More practical sessions/ group activity +1
- Participants from other disciplines should also have registered. It seemed that it is only for people from community medicine

What knowledge or skills are you likely to use?

- Competency based curriculum +6
- Different ways of CBME +1
- Coordination and collaboration between different departments
- Application in community-based education in nursing
- Competency assessment of the students +1
- Observation and learning from observation
- Plan CBE in curriculum

Suggestions for improvement

- Give more time +2
- Include skills of handling topics in community while teaching in community
- Include more examples from nursing and other professionals education +1
- Making groups from the beginning
- More practical sessions & examples
- During registration, specify that other disciplines may also use CBE for teaching students.
- Give more tasks and improve creativity
- Innovative techniques in community



PCW 2: Engage your learners: Promote active and deep learning in your large classes

FACULTY:

- 1. Mary Beth Scallen, M.F.A.**
FAIMER Philadelphia
People's Light & Theatre Company, Philadelphia, PA, USA 19003
Email: mbscallen@gmail.com
- 2. Dr Sucheta P Dandekar, M.Sc., Ph.D.**
Professor & Head
Dept. of Biochemistry & Clinical Nutrition
In-charge, Central Clinical Biochemistry Laboratory
Seth GS Medical College & KEM Hospital
Parel, Mumbai, India 400 012
FAIMER Philadelphia 2010
Email: sucheta.dandekar@gmail.com
- 3. Dr Ciraj Ali Mohammed, M.Sc., Ph.D.**
Professor of Microbiology & Deputy Director
Manipal Centre for Professional & Personal Development
Manipal University
Manipal, India
Email: cirajam@gmail.com
- 4. Dr Vitaladevuni B. Shivkumar, MD**
Professor, Pathology
Mahatma Gandhi Institute of Medical Sciences
Sevagram, Dist. Wardha, India 442 102
Email: ybshivkumar@yahoo.co.in

BRIEF INTRODUCTION TO WORKSHOP:

This highly participatory workshop will explore ways to engage large classes of 75+ learners and promote learner command of the content. Participants will experience each methodology as if they are the learners, then discuss the applicability of each technique in specific educational settings. Topics covered will include establishing a safe learning environment, encouraging active learning, promoting peer instruction, facilitating effective group discussion, and implementing exercises that encourage learners to apply critical concepts to real-world situations.

INTENDED OUTCOMES:

Participants will leave this workshop with a portfolio of effective interactive techniques to activate large lecture classes.

KEY REFERENCES:

- Chickering AW & Gamson ZF. Seven principles for good practice in undergraduate education. *The Wingspread Journal* 1987; 9 (2): special insert
- Michael J. Where's the evidence that active learning works? *Advan Physiol Educ* 2006; 30: 159-167
- Smith KA. Pedagogies of Engagement: Classroom-Based Practices. *Journal of Engineering Education*. January 2005

REPORT



Sucheta Dandekar, Ciraj Ali Mohammad, V.B. Shivkumar and Mary Beth Scallen facilitated. Thirty medical educators attended. Participants examined how interactive teaching promotes deep learning, and experienced techniques to implement it in large group settings.

The exploration centered on six objectives of effective interactive educators:

1. Establishing a supportive environment
2. Encouraging learner participation
3. Facilitating effective discussion
4. Promoting peer learning
5. Applying content to real-world situations
6. Assessing learners' comprehension during class

The workshop also addressed the following points of interest:

- What is the essential nature of interactive teaching?
- Why is it important for learners to help direct the learning?



- Exactly how does interactive teaching help students learn?
- What interactive techniques can we use in classrooms with immovable furniture?
- How might new research on brain-based learning strengthen our lesson plans?



For the concluding activity, participants received a list of interactive methods especially designed for classes of 75 students and up. They then planned a 30-minute interactive class session in small groups, and shared their creations in plenary.

FEEDBACK ANALYSIS: PCW 2

No. of respondents: 23

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	3	20	4.86	0.34
2.	The objectives of this workshop were largely achieved.	0	0	1	9	13	4.52	0.59
3.	The faculty were effective in delivering the content.	0	0	0	9	14	4.60	0.49
4.	The interactivity within groups helped in learning better.	0	0	0	7	16	4.69	0.47
5.	The sessions were given appropriate time.	0	0	1	9	13	4.52	0.59
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	0	1	3	19	4.78	0.51

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	0	0	2	8	13	4.47	0.66
2.	Audio-visual arrangements	0	0	1	8	14	4.56	0.58
3.	Food and catering	2	3	4	8	4	3.42	1.24

What was best in the workshop for you?

- Devising successful strategies for planning classes & good questioning
- Interactivity +11
- Group activities +3
- Facilitator skills
- Method of taking the workshop

- Hands on training
- Jigsaw technique of interactive learning
- Take home message of making teaching interesting by incorporating interactive sessions in the middle
- Mid-session assessment +2
- Participants engagement
- Role play
- Pace of the topics
- Being able to go through some of the interactive techniques practically during the session

What could be made better in this workshop?

- Touch on topics other than interactivity
- Send resource materials in advance
- Expectation of audience prior to attending the workshop
- More time +3
- More handouts

What knowledge or skills are you likely to use?

- Planning successful strategies for large classes
- Shift focus from recall to reasoning and concept making in class room
- Planning of interactive sessions +10
- Creativity and efforts we need to put
- Jigsaw technique +3
- Mid-session assessment +1
- Attention for 10 min concept
- Role play
- Wait time
- Split attendance

Suggestions for improvement

- It beats me, perhaps dwell upon some more practical aspects
- More time +2
- Idea of open book test/ learning in the session
- How to deal with disinterested students
- Make ppt interesting & interactive
- Demonstration of some of the techniques (out of 13 methods which were mentioned)
- An overview of different interactive techniques
- More group work
- More time for concerns and trouble shooting in classrooms

PCW3: How to design, implement and assess a competency based curriculum

FACULTY

1. **Dr Nivritti G Patil**, MBE, MBBS, MS, FRCEEd, FCSHK, FHKAM (Surgery)
Hon. Clinical Professor and Senior Adviser, Centre for Education & Training, Dept of Surgery, Institute for Medical & Health Sciences Education, Li KaShing Faculty of Medicine, The University of Hong Kong
Email: ngpatil@hku.hk
2. **Dr Rita Sood**, MD, MMed (Dundee), FAMS, FRCP
Professor of Medicine, All India Institute of Medical Sciences, New Delhi
Email: ritasood@gmail.com
3. **Dr Anuj Chawla**, MD
Professor and Head, Department of Physiology,
Armed Forces Medical College, Pune
Email: anuj.faimer2011@gmail.com
4. **Dr Smita Singh**, MS
Professor of Ophthalmology, Mahatma Gandhi Institute of Medical Sciences, Sevagram
Email: drsmitas@gmail.com

BRIEF INTRODUCTION TO WORKSHOP:

Making tomorrow's health care professionals not just 'fit to pass exams' but 'fit to practice' has become a major outcome objective of medical faculties around the globe bringing a new dimension to the curriculum planning and its delivery. The traditional curriculum has been perceived to be too 'teacher-centred' than 'end user centred'. Outcome based curriculum is now renamed as 'competency based curriculum' to reflect truly desired and expected outcomes related to health care and education. Medicine is a high stakes education as compared to other professions - equally matched by higher societal expectations.

This workshop will discuss and demonstrate how to convert current objective and time-based curriculum into a 'Competency based curriculum'.

INTENDED OUTCOMES:

Participants will have the opportunity to write a 'competency based syllabus' on a topic of their choice

KEY REFERENCES

- Ten Cate O. Nuts and bolts of entrustable professional activities. *Journal of Graduate Medical Education*, March 2013, 157-158.
<http://www.jgme.org/doi/pdf/10.4300/JGME-D-12-00380.1>
- Kerdijk W, Snoek JW, van Hell, EA, Cohen-Schotanus. The effect of implementing undergraduate competency-based medical education on students. *BMC Medical Education* 2013, 13:76

REPORT



The workshop started with defining competency and introducing the concept of competency based curriculum. Strategies to design, implement and assess competencies were discussed. Participants were given hands on experience of writing competencies.

The key messages that emerged were:

- Competency based curriculum is required for proper training of our health workers and medical students
- The traditional curriculum can be converted into competency based curriculum by involving faculty from all health professions
- Integration of all health professions is required for true implementation of competency based education
- Knowledge, skills, attitudes, values, professionalism, patient care are all required by competent medical educators

- Level of proficiency or competency can be gradually increased to make achievement of competencies a progressive process



- Scenario writing is important to teach, implement and assess a competency based curriculum.



FEEDBACK ANALYSIS: PCW 3

No. of respondents: 18

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	3	15	4.83	0.38
2.	The objectives of this workshop were largely achieved.	0	0	2	10	6	4.22	0.64
3.	The faculty were effective in delivering the content.	0	0	2	6	10	4.44	0.70
4.	The interactivity within groups helped in learning better.	0	1	1	8	8	4.27	0.82
5.	The sessions were given appropriate time.	0	0	1	9	8	4.38	0.60
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	0	3	10	5	4.11	0.67

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1	Venue arrangements	0	0	0	8	9	4.52	0.51
2	Audio-visual arrangements	0	0	2	7	8	4.35	0.70
3	Food and catering	0	0	4	7	5	4.06	0.77

What was best in the workshop for you?

- Concept of developing competency based curriculum +3
- Group activity/ interactions +6
- Discussion on practical issues

- Organization +1
- Strategies for implementation
- Faculty +3
- Sense of humour
- Quality of slides

What could be made better in this workshop?

- Group activity +4
- Define competencies and work backwards
- More time +2
- More spacious sitting arrangement
- More sharing of ideas

What knowledge or skills are you likely to use?

- Framework for developing competency based curriculum +2
- Strategies/ different types of interactions
- The grid
- Design of competency based curriculum
- Assessment
- TL methods
- Integration linking the bridge

Suggestions for improvement

- More time for group activity +1
- Role play could have been made more interesting
- More time +2
- Detailed example from a particular subject so that the change required may be more clear



PCW 4: Appraisal of faculty performance: How can we do it?

FACULTY

1. **Dr Gagandeep Kwatra**, MBBS, MD
Professor, Department of Pharmacology and Vice Principal Student Activities
Christian Medical College, Ludhiana
Email: kwatragagandeep@gmail.com
2. **Dr Henal Shah**, MD (Psychiatry), DPM, MHPE (University of Maastricht, Netherlands)
Professor(Addl.), Dept. of Psychiatry,
Topiwala National Medical College & B Y L Nair Charitable Hospital
Mumbai, India
Email: drhenal@gmail.com
3. **Dr Sonia Jain**, MBBS, MD
Professor of Dermatology
MGIMS, Sewagram
Email: soniajain@mgims.ac.in

BRIEF INTRODUCTION TO WORKSHOP

The key roles defined for faculty in health professions education include that of a teacher/educator, researcher, scholar, administrator and leader. A defined set of competencies for these roles can guide both faculty performance and importantly, its evaluation or appraisal.

Depending on the context, faculty appraisal must include all relevant stakeholders' point of view, be it students, the system (university, institution, regulator), society and most of all, faculty themselves. A systematic and well conducted appraisal can provide vital information for educational improvement as well as strategic planning.

The most important faculty role is that of a teacher/educator. An appraisal that measures a teacher in a non-threatening manner can motivate faculty and have a long term educational impact. Faculty appraisal can be a powerful tool for institutional and faculty development.

In this workshop, participants will

- i. Define teacher roles and competencies in their own context
- ii. Understand the concept of an evaluation framework for teacher competencies
- iii. Learn to design an evaluation using appropriate tools
- iv. Be able to interpret evaluation data and utilize evaluation results

INTENDED OUTCOMES:

- Participants who appreciate and value the benefits of teacher appraisal
- Participants who are able to design and implement a teacher appraisal system in their own context.
- Increased use of teacher appraisal for educational improvement and faculty development

KEY REFERENCES

- Srinivasan M, Li S-T T, Meyers FJ, Pratt DD et al. "Teaching as a Competency": Competencies for Medical Educators. *Acad Med*. 2011;86:1211–1220.
- Haghdoost A A, Shakibi Mohammad R. Medical student and academic staff perceptions of role models: an analytical cross-sectional study. *BMC Medical Education* 2006, 6:9 doi:10.1186/1472-6920-6-9 Available at: <http://www.biomedcentral.com/1472-6920/6/9>
- Shi-HaoW, Jing-Song X, et.al. Effects of a teaching evaluation system: a case study. *Int J Med Educ*. 2011; 2:18-23
- Rosenbaum M E, Ferguson K J, et al. Using a peer evaluation system to assess faculty performance and competence. *Family Medicine* 2005; 37(6): 429-433

REPORT



A systematic and well conducted appraisal system can provide vital information to achieve academic excellence in any educational institute. So this workshop was designed to apprise the participants about the importance of faculty appraisal and how to design and implement a faculty appraisal programme.

The workshop started with defining the various roles and competencies of a medical teacher. Following that, the participants were apprised of the various steps in designing an appraisal system keeping in mind the stakeholders (for eg administrators, faculty, students etc) and the various roles of the faculty. Use of multiple sources of information, and multiple tools for gathering information was discussed. The participants were introduced to the concept of teaching portfolios. The importance of linking the appraisal to faculty development was highlighted and also, that each medical school needs to have an appraisal system which is appropriate to their context and culture was emphasized.



The workshop was interactive and involved sharing of experiences by the participants and group activity to design a faculty appraisal programme.

1.	Venue arrangements	0	0	0	1	7	4.87	0.35
2.	Audio-visual arrangements	0	0	0	1	7	4.87	0.35
3.	Food and catering	0	0	0	1	6	4.8	0.37

What was best in the workshop for you?

- Facilitator skills
- Sharing of experience +1
- Changed my thought process
- Correlation of faculty appraisal with student assessment
- Assessment drives learning, appraisal drives performance
- Interaction among participants +1
- Relevance
- Knowing process of appraisal and its various aspects
- Self-reflection is the key word
- Step-by-step approach
- Place was very good
- Concept of faculty appraisal program

What could be made better in this workshop?

- More groups of the participants (four would be optimum, here it was two)
- Follow-up workshop
- More time (full day) +1

What knowledge or skills are you likely to use?

- Use the knowledge for formative assessment
- Develop faculty appraisal system in my institute +3
- Start some form in my institute (8 steps) +1
- Percolate my knowledge to administrators in my institution
- Give more time to actually develop such program

Suggestion for improvement

- Some handouts

PCW5: Inter-professional education in health sciences

FACULTY

- 1. Dr Anice George, MSc (Pediatric Nursing), MPhil, PhD**
Professor and Dean
Manipal College of Nursing, Manipal University
Email: anice.george@manipal.edu
- 2. Dr Poonam Varma Shivkumar, MBBS, MD**
Professor and Head, Dept of OBGY
MGIMS, Sevagram, Wardha,
Email: poonamvarmask@yahoo.co.in
- 3. Dr Gauri Lele, MDS**
Professor, Paediatric and Preventive Dentistry
Sinhgad Dental College & Hospital, Pune
Email: gaurislele@yahoo.co.in
- 4. Dr Selvam Ramachandran, BPT, MPT, PGDBDT**
Associate Professor, Physiotherapy
Sikkim Manipal Institute of Medical Sciences
Email: rs79physio@gmail.com

BRIEF INTRODUCTION TO WORKSHOP

Traditionally, the professional culture of health sciences education had been emphasizing autonomous roles in each of their practices. This has led to compartmentalized and isolated professional practices for the same clients. For the best utilization of resources and time for the best patient care outcomes, it is essential to give special attention to early integration of inter professional education and evaluation of inter professional collaboration in health sciences curriculum, as these experiences may positively influence readiness for and engagement in inter-professional education (IPE) and practice. Shared knowledge and understanding and respect for other's roles require actively learning together. Enabling all members of the team to attend inter-professional education sessions increases the ability to translate knowledge into practice. IPE is recognized by the World Health Organization as a means to address health care workforce shortages.

The widely used definition for IPE from the Centre for the Advancement of Inter professional Education (CAIPE) states that "Inter professional education occurs when two or more professions learn with, from and about each other to improve collaboration and the quality of care... and includes all such learning in academic and work-based settings before and after qualification, adopting an inclusive view of professional (tinyurl.com/caipe.ipl)."

This workshop intends to orient health science professionals about inter-professional education. The participants will be physicians, nurses, Dentists and Allied Health Professionals. The workshop will have

initial presentations by the resource persons (which include a clinician, a nurse, a dentist and a physiotherapist), demonstration of IPE through a scenario, group work on developing scenarios and reporting by group.

WHO SHOULD ATTEND?

Faculty members and post graduate students from all health professions: medical, dental, nursing, physiotherapy, occupational therapy, respiratory therapy (all allied health courses), and social work.

INTENDED OUTCOMES:

At the end of this workshop, participants will

- a. Appreciate the need for IPE
- b. Enhance collaboration between professions in the health sciences education.
- c. Promote collaborative practices among health care professionals.
- d. Enhance patient care and the delivery of health care services.
- e. Create a 'we' feeling among students of health sciences and promote mutual respect.
- f. Promote team spirit in all professions.

KEY REFERENCES

- Framework for Action on Inter professional Education & Collaborative Practice. WHO 2010.
- Inter professional Education Collaborative Expert Panel. (2011). Core competencies for inter professional collaborative practice: Report of an expert panel. Washington, D.C.: Inter professional Education
- Bradshaw MJ & Lowenstein AJ. Integrated Teaching Strategies in Nursing and Related Health Professions.(Fifth Edition), , Jones & Bartlett Publishers, Boston.
- How Inter professional Learning improves care. *Nursing Times* (Vol: 109, No: 21)May 2013
- Mann.K.V, Durdle M J,Misener M, Clovis J, Rowe R, Beanlands H &Sarría: Inter-professional education for students of the health professions: The "Seamless Care" Model. *Journal of Inter professional Care* (2009) 23(3)
- Mitchell PH et al: Working across the boundaries of health professions disciplines in education, research, and service: The University of Washington Experience: *Academic Medicine*, Vol. 81, No. 10 / October 2006: 891-896.
- **Lindqvist S et al** (2005) Case-based learning in cross-professional groups - the development of a pre-registration inter professional learning programme. *Journal of Inter professional Care*; 19: 5, 509-520.
- **Mackenzie A et al** (2007) Inter-professional learning in practice: the studentexperience. *British Journal of Occupational Therapy*; 70: 8, 358-361.
- **Wilhelmsson N et al.** Twenty years of inter professional education in Linköping — ground breaking and sustainable. *Journal of Inter professional Care* 2009; 23: 2, 121-33.
- **World Health Organization** (1988) *Learning Together to Work Together for Health*. Geneva: WHO.

REPORT



The workshop session started with introduction of faculty members and participants. Dr. Anice George moderated the entire workshop session. She gave the introductory remarks on the objectives and need for inter-professional education. Further, as the first speaker she discussed the definition of IPE and elaborated the need for IPE in the context of health professional education.

Dr Selvam Ramachandran discussed on the IPE competencies and skill sets required; further he discussed on the relationship of IPE to enhance learners outcomes to get transformed to effective collaborative practice to enhance patient care. The faculty provided the outline on the framework of IPE competencies and also discussed on the types of IPE activities that can be implemented to optimize learning outcomes.

Dr. Gauri Lele discussed on the various models of IPE programs practised elsewhere. She also presented step by step processes in evolving the integrated clinical learning experiences based on IPE model.





Dr. Poonam Varma discussed on the process of drafting the module of integrated inter-professional education curriculum involving multi-disciplinary health professionals in addressing complex clinical problems thereby providing holistic and efficient patient care. The workshop concluded with the participants involving in group work to identify a clinical situation and to draft the outline of IPE curriculum and activities. Each group presented their group discussion and the discussions were moderated by the faculty members.

The key points which emerged were:

1. IPE would focus more on the process of learning and the content area will be specific to respective health professional disciplines.
2. IPE will not affect the professional boundaries and scope of practice.
3. IPE at the level of health professional student will get transformed to collaborative practice thus enhancing optimal patient outcomes.
4. Inter-professional education and inter-professional collaborative practice are interdependent.



FEEDBACK ANALYSIS: PCW 5

No. of respondents: 18

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	7	11	4.61	0.50
2.	The objectives of this workshop were largely achieved.	0	0	1	8	9	4.44	0.61
3.	The faculty were effective in delivering the content.	0	0	1	5	11	4.58	0.61
4.	The interactivity within groups helped in learning better.	0	0	0	8	10	4.55	0.51
5.	The sessions were given appropriate time.	0	0	0	8	10	4.55	0.51
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	0	0	10	8	4.44	0.51

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	0	0	1	7	10	4.50	0.61
2.	Audio-visual arrangements	0	0	0	5	13	4.72	0.46
3.	Food and catering	0	0	0	4	13	4.76	0.43

What was best in the workshop for you?

- The concept +9
- New and innovative topic
- Sharing of experience
- Group interactivity +3
- Topic of the workshop
- Faculty +1
- Everything

What could be made better in this workshop?

- Involve other specialty also as resource persons +3
- More detailed session
- More discussion +2
- More time +2 (One person – full day workshop)
- Presentation
- Group activity
- More practical aspects

What knowledge or skills are you likely to use?

- Will use the approach for developing skills of students
- Designing/ modifying TL methods
- Inter-professional education models +1
- Team approach +1
- Develop a small scale module
- Management aspect
- Drafting of models
- Communication +1
- Two-way process
- Taking feedback
- Administration +1
- Use of IPE, Develop protocol for IPE +1
- Teach students how to work in team

Suggestions for improvement

- More professionals to be involved +1
- More discussion +1
- Draw conclusions at the end of each topic
- Group activity +3
- More time +2
- Hand outs +2

PCW 6: Simulation in medical education

FACULTY:

1. **Dr Avinash N Supe**, MBBS, MS, MHPE, FICS, FCPS, DNBE, PGDME, DHA, FMAS, FIAGES, FAIS
Dean, LTMMC and Sion Hospital, Mumbai
Director GSMC FAIMER Regional Institute, Mumbai
Email:avisupe@gmail.com
2. **Dr Vivek A Saoji**, MBBS, MS
Principal Bharati Vidyapeeth University Medical College Pune
Email:drviveksaoji@yahoo.co.in
3. **Dr R Anand**, MBBS, MD
Professor and Head, Dept of Pulmonary Medicine
Kasturba Medical College, Mangalore
Email:anand.r@manipal.edu
4. **Dr Benhur Premendran**, MBBS, MD
Associate Professor, Dept of Anesthesiology
MGIMS Sevagram
Email:benhur@mgims.ac.in

BRIEF INTRODUCTION TO WORKSHOP:

Skills' (communication skills, patient/physical examination skills, procedural/operative skills) training and assessment is an important part of medical curricula, however there can be lot of variations in this depending on place of training, supervisor, etc. Moreover some skills may never be learnt or tested and learning/testing on real patients may compromise patient safety.

Introduction of simulation, in skills training will largely be able to bridge this gap. Simulation is being widely used in western world and it is also being accepted as a training/assessment method in our part of world. Simulation can be in the form of simple locally made models and trainers and manikins to high fidelity simulators to virtual reality and computer based simulation and also use of standardizes patients

This workshop will provide an opportunity to participants to reflect on the need and ways of simulation, how to introduce simulation in training and assessment of students, pros and cons of simulation, error management and future of simulation. They will also develop a module for skills training with simulation as a tool.

WHO SHOULD ATTEND?

All levels of faculty involved in Health Professions Education (medical, dental, nursing, physiotherapy etc.)

INTENDED OUTCOMES:

- Faculty will be aware of importance of use of simulation in training and assessment
- Faculty will use/prepare a module based on simulation for training/assessment of skills
- Faculty will be able to address this important gap in the curricula and impart training in standardized way

KEY REFERENCES:

- Weller JM. Simulation in undergraduate medical education: bridging the gap between theory and practice. *Medical Education* 2004; 38: 32–38
- Owen H & Follows V. GREAT simulation debriefing. *Medical Education* 2006; 40: 459–489
- Gardner R, Raemer DB. Simulation in Obstetrics and Gynecology. *Obstet Gynecol Clin N Am* 35 (2008) 97–127
- Ziv A, Wolpe PR, Small SD, Glick S. Simulation-Based Medical Education: An Ethical Imperative. *Acad Med.* 2003;78:783–788.
- Lammers RL. Simulation: The New Teaching Tool. *Annals Emerg Med* 2007; 49 (4)

REPORT



The workshop on “Simulation in Medical Education” was conducted in the simulation lab between 2.00- 5.30 p.m. The delegates were a mixed blend of pre and paraclinical, clinical and nursing faculty. They were from junior lecturers to professors and heads of the departments and from various medical colleges from India.

Dr Supe started the discussion with: what is simulation, the need for simulation in medical education, the historical background, the conceptual framework, current status and future that is in offing. He also emphasized the fact that it has to an essential part of training of HPE as certain skills otherwise cannot be taught and learnt. The importance of patient safety and patient autonomy was highlighted. For standard and uniform training it is essential to introduce simulation in medical education. The participants actively participated in the discussion

Dr Anand gave a lucid presentation on the various simulations tools: from simple written, box trainers, computer based, to part-task trainers, high fidelity and virtual reality. He cleared the concept of fidelity, introduced the participants to classification of various simulation tools, its utility, pros and cons. His presentation was with lot of pictures, and videos and generated a good interest amongst participants



Dr Saoji talked about application of simulation in medical education. He discussed the application of tools in training and assessment. He mentioned that simulation can be used in training of all the three domains of learning and assessing the higher three levels of Miller's pyramid i.e. shows, shows how and does. He also elaborated on the use of simulation in continuous professional development (CPD).

This was followed by a group tour of the various simulations tools in simulation lab at MGIMS, its applications were demonstrated, and this generated a lot of interest in participants. They handled various models, dummies, manikins, trainers, etc. Dr Benhur coordinated this activity which was much appreciated.

The next activity was to develop a module based on the knowledge they had received earlier either on training or on assessment which could be easily implemented in their home institutes / departments. A template was provided. Each group developed and presented their module to the larger group which was further discussed the group received suggestions. Everyone was involved in this activity. The session ended with summarization of the proceedings of the day, clarifications and question – answers.

The participants were enthusiastic, their initial feedback was encouraging and some of the myths about simulation were busted. They enjoyed the session and learnt from it. The purpose of the workshop seems to have been achieved.

FEEDBACK ANALYSIS: PCW 6

No. of respondents: 14

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	5	9	4.64	0.49
2.	The objectives of this workshop were largely achieved.	0	0	0	8	6	4.42	0.51
3.	The faculty were effective in delivering the content.	0	0	0	6	8	4.57	0.51

4.	The interactivity within groups helped in learning better.	0	0	2	3	9	4.50	0.75
5.	The sessions were given appropriate time.	0	0	2	4	8	4.42	0.75
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	0	1	6	7	4.42	0.64

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	0	1	2	4	7	4.21	0.97
2.	Audio-visual arrangements	0	0	1	8	5	4.28	0.61
3.	Food and catering	0	0	2	3	9	4.50	0.75

What was best in the workshop for you?

- Demonstration on models and manikins
- The faculty +2
- Planning a simulation based training & evaluation
- Useful in nursing
- Feedback manikins
- Typology session by Dr. Anand
- Various simulation models
- AV aids
- Good interaction among participants
- Awareness about different simulators/ new knowledge +1
- Interactivity
- Hands-on training +1
- Clarification of concepts

What could be made better in this workshop?

- Time management
- SimMan – high fidelity simulators or environment
- More time +1
- Better venue
- Information about more low cost simulation

What knowledge or skills are you likely to use?

- Plan to introduce simulation in teaching +8
- Using heart sound simulator
- Part task trainer simulator
- Use of different simulators with different fidelity level
- There were three didactic lectures in the beginning, could be avoided

Suggestions for improvement

- AC in the hall
- More time (whole day sessions) +3
- More advanced simulation models +1
- Real experiences/ real practices on the models +2



PCW 8: Curriculum Review and Planning: Towards Transformative Health Professions Education

FACULTY:

1. **Dr Thomas V Chacko**, MBBS, MD
Director PSG-FAIMER Regional Institute & Prof & HOD Community Medicine & Medical Education, PSG Institute of Medical Sciences & Research, Coimbatore 641 004 Tamil Nadu India
Email: drthomasvchacko@gmail.com
2. **Dr Nirmala Rege** MBBS, MD
Convener, GSMC-KEMH-MCI Nodal Centre and Coordinator, ME Unit and Course Co-Director for GSMC-FAIMER Regional Institute
Prof & HOD Pharmacology & Therapeutics
Seth GS Medical college, Parel, Mumbai 400012 Maharashtra, India
Email: nimarege@gmail.com
3. **Dr Animesh Jain**, MBBS, MD, DFH, PGD Bioethics and Med Ethics
Convener, Manipal University Curriculum Committee
Associate Professor of Community Medicine,
Kasturba Medical College, Mangalore, Karnataka 575 001 India
Email: dranimeshj.faimer@gmail.com
4. **Dr Anupama Gupta**, MBBS, MD
Member advisory committee, MCI Regional centre (JNMC, Sawangi, Wardha)
Professor, Department of Pathology,
Mahatma Gandhi Institute of Medical Sciences, Sevagram-442102 (M S).
Email: anupamagupta@mgims.ac.in

BRIEF INTRODUCTION TO WORKSHOP:

The Lancet Commission recommended third generation reforms in instructional design to engage in a paradigm shift from the current informative to transformative learning so as to produce competent graduates with leadership attributes and become change agents who can work effectively in multi-professional health teams. In order that these outcomes are achieved, academic leaders involved in curriculum planning and review must not only be familiar with the process but also have an understanding of what Transformative Health Professions Education means.

This workshop aims at building your capacity so that you can be the academic leader in your institution / University / National level organisation that can provide leadership for initiating and sustaining the changes needed.

INTENDED OUTCOMES:

At the end of this 3 ½ hour workshop, participants would be able to:

4. State what is Transformative Health Professions Education
5. Identify the current stage of progression towards Transformative Education in their home institution.
6. Use a matrix to review current curriculum and identify areas that need attention/strengthening to make it transformative
7. Use a curriculum design framework to design a new curriculum component that your Dean has assigned you to develop
8. Reflect on how the new learning can be applied by the participant in her/his department/institution

KEY REFERENCES

- Frenk J et al. Health professionals for a new century: transforming education to strengthen health systems in an interdependent world. Lancet 2010 Dec 4;376(9756):1923-58
 - Kern DE et al (Ed). Curriculum Development for Medical education: a six step approach (2009) The Johns Hopkins University Press, Baltimore USA
 - Prideaux D. ABC of Teaching & Learning in Medicine: Curriculum Design. BMJ 2003;326;268-270
-

REPORT



A total of 22 participants attended the workshop. The participants, mostly mid and senior level professionals and faculty and a few administrators, came from different parts of India (from North East, North, West, East and South India) as well as from Nepal (2 participants) and Malaysia.

The workshop began with enlisting the participants' expectations and then outlining the conference objectives which were in line with the expectations. There were interactive lecturettes as well as group work where the participants were made to come out with a competency that they felt was missing in curriculum and the ways to address them. The workshop ended with the participants using a curriculum review matrix and then finally presenting their model to strengthen a particular competency.



Most of the participants felt that the workshop simplified the concepts and made them aware of the process of curriculum review and planning. Many of them said, it was a difficult topic which the facilitators tried to simplify and demystify by giving example, through interactive process (allowing clarification of doubts, concerns) and group-work.



FEEDBACK ANALYSIS: PCW 8

No. of respondents: 22

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	3	8	11	4.36	0.72
2.	The objectives of this workshop were largely achieved.	0	0	4	13	5	4.04	0.65
3.	The faculty were effective in delivering the content.	0	1	1	9	11	4.36	0.78
4.	The interactivity within groups helped in learning better.	0	1	2	8	11	4.31	0.83
5.	The sessions were given appropriate time.	0	2	2	9	9	4.13	0.94
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	2	2	10	8	4.09	0.92

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	1	0	1	9	11	4.31	0.94
2.	Audio-visual arrangements	0	1	1	7	13	4.45	0.80
3.	Food and catering	1	1	1	9	10	4.18	1.05

What was best in the workshop for you?

- Content relatively new
- Process enriching
- Group work with different faculties
- Group interactions +4
- Lectures
- A new idea for curriculum development +1
- Good resource person
- Examples
- Learnt about transformations & team work
- Objectives well taken
- Teaching and learning skills of the faculty
- Planning backwards, delivering forward
- Good teamwork and speakers
- Listening view of many people
- Learn about current changes in curriculum proposed by MCI
- More competence after the workshop
- Important for students, institutes and personal growth as well
- Hands on activity
- Realising the word 'transformation' +1
- Good environment
- Good review
- Framework to design curriculum
- Interactive sessions
- New ideas
- Steps in curriculum development
- Practical tips

What could be made better in this workshop?

- More time +6
- More time for groups work
- More examples +1
- More hands on
- The online reading materials could have been suggested by e-mail before the workshop +4
- Lancet resource which was provided on mail was tough to understand
- Some more concrete idea on which to dwell upon
- Group interactions between various disciplines
- More group activity, Make smaller groups for tasks

- Effective resource persons

What knowledge or skills are you likely to use?

- Use student projects in Pharmacology with team consisting of staff nurses, technicians, pharmacists
- KAS process
- Will plan, process & implement; discussion for knowledge, role play followed by feedback & skills for demonstration
- Leadership qualities
- Student evaluation +1
- Implementing new curriculum overcoming lacunae in the existing curriculum +7
- Kirkpatrick model +1
- Analysis of thoughts
- PBL – team approach
- Able to identify lacunae in the subject curriculum +1
- Team work +2
- Competency based learning
- Define competencies & based on same make changes in TL methods
- Case scenario based lectures

Suggestions for improvement

- Group activity should have more clear objectives and more clues
- More time (whole day workshop) +3
- More concrete idea on which to develop on
- More explanations regarding the topic
- More reshuffling of groups for group activity
- Clarity of subject
- Content itself and its explanations
- Clarify easily
- Sending reading materials 1-2 weeks in advance +4
- TL methods
- More explanations
- More details on electives

PCW 9: Reflective Practice: Looking back to look forward

FACULTY:

1. **Dr Medha A. Joshi**, MD (PGI), MHPE (UIC, Chicago)
Professor Department of Pharmacology and Head, Medical Education Unit,
International Medical School, MSU, Bangalore campus, Bangalore, India
Email :medhaj@gmail.com
2. **Dr Henal Shah**, MD (Psychiatry), DPM, MHPE (University of Maastricht, Netherlands)
Professor(Addl.), Dept. of Psychiatry,
Topiwala National Medical College & B Y L Nair Charitable Hospital
Mumbai, India
Email: drhenal@gmail.com
3. **Dr Ashwini Appaji**, MD (Anatomy)
Associate Professor, Dept. of Anatomy
MS Ramaiah Medical College, Bangalore, India
Email :ashwinishivaprasad@yahoo.com
4. **Dr. MVR Reddy**, Ph D (Biochemistry), FACBI
Director-Professor & Head
Department of Biochemistry
Mahatma Gandhi Institute of Medical Sciences
Sevagram, Maharashtra 442102
Email: mvrreddy@mgims.ac.in; redzymvr@gmail.com

BRIEF INTRODUCTION TO WORKSHOP:

Reflective practices promote self-directed, lifelong learning and deep learning. If this skill is developed among health professionals, it will benefit them in both professional as well as personal life. A reflective practitioner will be a safe, ethical and efficient practitioner. This skill needs to be developed among the professionals and both undergraduate as well as postgraduate students. There is a need to introduce methods of reflections in our curriculum. This workshop intends to bring awareness about reflective practice in health care professionals.

The objectives of the session are as follows:

The participants will be enabled to

- define what reflective practice is and its impact on medical practice
- understand the process of reflection and methods of reflective practices.
- be aware of strategies to reflect on a daily basis based on their experiences.
- to reflect effectively for their own personal and professional development
- Implement reflective practices in undergraduate and postgraduate education.
- Be aware of elements and benefits of developing a reflective portfolio.

WHO SHOULD ATTEND?

All health care professionals

INTENDED OUTCOMES:

At the end of the workshop the participants will be:

- Ñ sensitized to the concept of reflective practice
- Ñ able to reflect on their professional experiences on a regular basis.
- Ñ able to introduce the concept of reflection in their institution.

KEY REFERENCES :

- Sandars J. The use of reflection in medical education: AMEE Guide No. 44. *Med Teacher*2009; 31:685-695.
 - Robertson K. Reflection in professional practice and education. *Australian Family Physician*2005; 34 (9,): 781-783
 - Mamede S., Schmidt HG. The structure of reflective practice in medicine. *Medical Education* 2004; 38: 1302–1308.
-

REPORT



The workshop used an interactive format. The concept and uses of reflection and reflective practitioner were discussed. The theories of reflection such as Boud, Kolb, Mezirow and Schon were examined. This was followed by participants critically reflecting using a format provided. This led to the deliberation on barriers and facilitating factors for reflection.



There was an orientation on the facets of metacognition. Using samples of learning contracts, the concept, steps and utility of contracts was analysed. This was followed by examining the written reflection samples of students. Templates for writing and evaluating were also used to study the samples.

Finally portfolios, their utility, the selection of inclusion material and the role of a mentor and effective feedback were appreciated. Once more samples of portfolio were shared. The session ended with questions on the practical application of the material discussed.



FEEDBACK ANALYSIS: PCW 9

No. of respondents: 8

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	1	7	4.87	0.35
2.	The objectives of this workshop were largely achieved.	0	1	0	2	5	4.37	1.06
3.	The faculty were effective in delivering the content.	0	1	0	2	5	4.37	1.06
4.	The interactivity within groups helped in learning better.	0	1	0	3	4	4.25	1.03
5.	The sessions were given appropriate time.	0	1	1	2	4	4.12	1.12
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	1	0	2	5	4.37	1.06

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	0	0	1	1	6	4.62	0.74
2.	Audio-visual arrangements	0	1	0	3	4	4.25	1.03
3.	Food and catering	0	0	2	1	5	4.37	0.91

What was best in the workshop for you?

Group work/ interactivity +1

Concept of reflective practices

Resource persons

Hospitality

The topic being multi-dimensional may be used in other aspects of life

Steps of reflection

First time experience of some real reflections from students

What could be made better in this workshop?

More practical exercise

Examples of how to implement

More time

What knowledge or skills are you likely to use?

Reflective practices +3

Portfolio use

To understand the reasons of good/ bad performance by the teachers

Suggestion for improvement

More practical approach +1



PCW 10: How to get your research papers published

FACULTY:

1. **Dr Chetna Desai**, MBBS, MD
Chief Editor, *Indian Journal of Pharmacology*
Professor in Pharmacology,
BJ Medical College, Ahmedabad, India 380016
Email: chetna99@gmail.com

2. **Dr Satendra Singh**, MBBS, MD, FSS
Editorial Board, *J EducEval Health Prof*
Associate Editor, *Research and Humanities in Medical Education*
Assistant Professor
Department of Physiology
University College of Medical Sciences & GTB Hospital, Delhi, India 110095
Email: dr.satendra@gmail.com

2. **Dr Anshu**, MBBS, MD, MNAMS
Editorial Boards- *Cytopathology; Ind J PatholMicrobiol, Journal of Cytology*
Professor
Department of Pathology
Mahatma Gandhi Institute of Medical Sciences, Sevagram, Wardha 442102
Email: dr.anshu@gmail.com

BRIEF INTRODUCTION TO WORKSHOP:

Scientific communications are a means to disseminate scholarly work among the scientific community. A paper published in a good quality journal has the potential for wider readership and ignites research ideas and the inferences thereof. The recognition given to publication of research articles by the Medical Council of India for promotions has confronted academia with the “publish or perish” dilemma. . Publications serve to strengthen CVs and sustain careers by bringing in further research grants and recognition from peers and the scientific community.

Unfortunately, a lot of research carried out by the postgraduates and faculty in India remains unpublished. The reasons for this may be related to writer’s block, lack of time, writing out of context, poor choice of journals, inadequate skills in building a manuscript etc. Manuscripts that fail at the publisher’s desk have multiple shortcomings, including improper methodology, failure to elucidate significance effectively, poor writing style and a weak literature review and critique. While the fundamental principles of writing manuscripts for educational research remain the same as for biomedical research, finer differences exist between the two. This workshop aims to sensitize potential authors on the skills of writing good quality papers that will pass the stringent quality tests of reviewers and editorial boards.

WHO SHOULD ATTEND?

This workshop would benefit anyone who wishes to learn the finer nuances of writing publishable manuscripts. While the workshop will benefit anyone who wishes to write good quality manuscripts, the emphasis would be on writing manuscripts for research and education.

INTENDED OUTCOMES:

At the end of the workshop, participants will be familiar with the structure of scientific papers, identify common reasons why reviewers and editors reject manuscripts and be able to prevent these potential errors.

KEY REFERENCES:

- Pierson DJ. *The top 10 reasons why manuscripts are not accepted for publication. Respiratory Care* 2004; 49(10):1246-1252.
- Kallestinova ED. How to write your first research paper? *Yale Journal of Biology and Medicine* 2011; 84:181-190.
- Sharp D. Formal structure of scientific journals and types of scientific papers. *Treballs de la SCB.* 2001; 51 ; 109-117.
- *Good Practice in Educational Research Writing.* www.bera.ac.uk/system/files/goodpr1_0.pdf

REPORT



Publication is a logical step that researchers take after completing their research. It is a means of sharing their “findings” with the scientific community. However most authors face the “writer’s block” and do not meet the demanding standards of reputed journals at one time or other. The preconference workshop on “How to get your research papers published?” aimed at addressing these concerns of the authors, and sensitizing them to the basics of writing a good manuscript that is worthy of publication. This workshop at the NCHPE 2014, was attended by 30 participants.

“Why Publish” set the induction for interactive sessions using the interactive jigsaw technique, participants worked on various components of the IMRAD of an original research paper. Learning happened by identifying the strengths and flaws in the different sections of a flawed original research paper provided to them. The learning was suitably reinforced by the faculty who dealt with the dos and don’ts of writing a manuscript in an in-depth manner. Other pertinent issues like types of publications, publication ethics, plagiarism, choosing the right journal and referencing and citations were also addressed. The open house was an opportunity for participants and faculty to share their experiences and queries regarding the practical issues that plague a potential author like handling reviewer comments, rejections, improving quality of papers, impact factor and other similar parameters that define a good journal/manuscript. The closure saw all participants sharing two “take home messages” each.



FEEDBACK ANALYSIS: PCW 10

No. of respondents: 19

Please rate the following statements about the workshop on a scale of 1 to 5 where 1=Strongly disagree, 2= Disagree, 3= Neither agree nor disagree, 4= Agree and 5= Strongly agree.

		1	2	3	4	5	Mean	SD
1.	The topic of this workshop was relevant.	0	0	0	7	12	4.63	0.49
2.	The objectives of this workshop were largely achieved.	0	0	0	13	6	4.31	0.47
3.	The faculty were effective in delivering the content.	0	0	0	12	7	4.36	0.49
4.	The interactivity within groups helped in learning better.	0	0	2	11	6	4.21	0.63
5.	The sessions were given appropriate time.	0	0	2	12	5	4.15	0.60
6.	I believe that I will be able to incorporate some of the ideas shared in the workshop in practice.	0	0	1	10	8	4.36	0.59

ORGANIZATIONAL ASPECTS

Please rate the organizational aspects of this workshop on a scale of 1 to 5 where 1=Poor, 2= Fair, 3= Good, 4= Very Good, 5= Excellent

		1	2	3	4	5	Mean	SD
1.	Venue arrangements	0	0	0	4	15	4.78	0.41
2.	Audio-visual arrangements	0	0	1	4	14	4.68	0.58
3.	Food and catering	0	0	1	5	11	4.31	1.00

What was best in the workshop for you?

- Ideas about writing research paper
- Good appropriate presentation
- Interactive session +2
- All of it +1
- Nice explanation
- Knowing how to write introduction and discussion
- Example of a not-so-well-written paper
- Jigsaw +1
- Difficult topic broken into probable digested chunks
- Well versed with certain terms

What could be made better in this workshop?

- More examples +1
- More time
- Less of theory
- More group activity
- Different aspects to be touched upon

What knowledge or skills are you likely to use from the workshop in your practice?

- Ethics
- Authorship guidelines
- Be attentive about plagiarism
- Good abstract writing
- Research publication
- Jigsaw method of interaction
- Being systematic in writing a paper
- All dos and don'ts
- Writing and rewriting
- Visit various websites suggested
- Scientific misconduct
- Write a better manuscript
- Fabrication has to be looked for

Suggestions for improvement

- More interactive +1
- Time management
- Include some do-it-yourself activity
- Some point of time, we felt it as lecturing
- More emphasis on indexing and citation of an article
- Examples to drive certain points home
- Research methodology should be discussed as well
- How to access different publications

Pre-conference Workshops: List of Participants and Faculty

Abhijeet Ashok Golhar
MGIMS, Sevagram
aagolhar62@gmail.com

Alpanamayi Bera
Mahalaxmi Apartment,
222 G.T Road, Belur Math
Howrah -711202
alpanamayi@gmail.com

Amardeep Bhimrao
Tembhare
Aadarsha Nagar,
Ward No 3,
Sevagram, Wardha,
Maharashtra, INDIA
sbamardeep@mgims.ac.in

AM Tarnekar
D-30, Himalaya Vishwa
Wardha (M.S.) India
442001
aadiyatarnekar@mgims.ac.in

Ancy Ramesh
Kasturba Nursing College,
Sevagram
knc_segma@rediffmail.com

Anil Balaji Warkar
Physiology Dept.
Govt. Medical College
Akola, (M.S.)
warkar.anil@gmail.com

Anil Koparkar
Department of Community
Medicine,
NKP Salve Institute of
Medical Sciences &
Research Centre, Nagpur
dr.anil163@gmail.com

Animesh Jain
Department of Community
Medicine
Kasturba Medical College,

Mangalore - 575 001,
Karnataka, India
dranimeshj.faimer@gmail.com

Anjali Deshpande
202 Pushpak Apartment,
72 Pande Layout, Khamla,
Nagpur 440025
dranjali145@gmail.com

Annie Jacob Thomas
Kasturba Nursing College,
Sevagram
anniejacob1967@gmail.com

Anshu
Department of Pathology,
MGIMS Sevagram
dr.anshu@gmail.com

Anuj Chawla
Department of Physiology
AFMC Pune 411040
anuj_chawla69@yahoo.com

Anupama Gupta
A-12, Dhanvantari Nagar
Sevagram
anupamagupta@mgims.ac.in

Arti M Wasnik
Kasturba Nursing College,
Sevagram
artiwasnik12@yahoo.com

Arvind Kasthuri
Professor, Dept of
Community Health
St. John's Medical College,
Bangalore

Asha S Khobragade
Kasturba Nursing College,
Sevagram
ashakhobragade@gmail.com

Ashwini C Appaji
1465, 5th main, 2nd stage
1st E Block, Rajajinagar,
Bangalore
ashwinishivaprasad@yahoo.com

Ashwini Kalantri
MGIMS Campus, Sevagram
ak@ashwini.co.in

Asmita T Raipure
Kasturba Nursing College,
Sevagram
asmitaraipure@gmail.com

Avinash Nivrutti Supe
602, Sangeeta Towers,
Vijay Vihar society, Off Sion
Trombay road,
Chembur, Mumbai 400071
avisupe@gmail.com

Benhur Premendran
Dept. of Anaesthesiology,
MGIMS, Sevagram
benhur@mgims.ac.in

Bharati Mehta
H-53, Shastri Nagar,
Jodhpur
mehtab@aaiimsjodhpur.edu.in

Bharti Bhandari
403/1, AIIMS Residential
Complex
Jodhpur
drbhartibhandari@yahoo.co.in

Bhavana Ganesh Bhirud
71, Kannamwar Nagar
Wardha road,
Nagpur
bhavanawarade@gmail.com

Bincy Jacob
Kasturba Nursing College,
Sevagram
srbincyjacob@gmail.com

BS Garg
Secretary, KHS, Sevagram
gargbs@gmail.com

Charles Minz
MGIMS, Sevagram
charlesminz@gmail.com

Chet Raj Pant
Lumbini Medical College &
Teaching Hospital Ltd.
Palpa, Nepal
crpant@yahoo.com

Chetna Desai
4, Heritage Residency
Thaltej, Ahmedabad
drdesaichetna@gmail.com

Chetna Maliye
Snehal Nagar Wardha
chetna.maliye@gmail.com

Chinmay Shah
A-1, Antarix, Opp. Pranav
Flats
Ghohga Circle, Bhavnagar
cjshah79@yahoo.co.in

Ciraj Ali Mohammed
MMMC, Manipal Campus
Karnataka, 576104
cirajam@gmail.com

Debabrata Sarbapalli
AC157 Salt Lake
Kolkata700064
prof.d.sarbapalli@gmail.com

Debasis Basu
AE 819, Salt Lake City
Kolkata700064
basudrdebasis@gmail.com

Deepak E Kadam
Kasturba Nursing School,
Sevagram

deepakkadam62@gmail.com

Deepak Kumar J Nagpal
C-1,303 Lunkad Queensland
Vimannagar, Pune 14
deepaknagpal2013@gmail.com

Devender Kumar
Dept of Obs & Gyne,
MAMC, NewDelhi
devender123@gmail.com

Dharampal G Dambhare
Community Medicine
MGIMS Sevagram
dharampal21@gmail.com

Gagandeep Kwatra
Department of
Pharmacology
Health Sciences block,
Christian Medical College,
Ludhiana
kwatragagandeep@gmail.com

Gaurang Baxi
3rd Floor, Civil Hospital
Building
Aundh, Pune 411027
gaurangbaxi82@gmail.com

Gauri Lele
C 501, Ruturang, S.no. 49/1
Aranyeshwar Road
Parvati, Pune 411009
gaurislele@yahoo.co.in

Geeta D Pachare
Kasturba Nursing School,
Sevagram
sadhana.thakre@gmail.com

Ghodam Prashant Pundlik
MGIMS, Sevagram
ghodambhau@gmail.com

Gita Negi
Department of Pathology
HIHT Campus, Jolly Grant,

Doiwala, Dehradun,
Uttarakhand
gitachill@gmail.com

GN Sarkar
CE99, Salt Lake,
Kolkata700064
gautamnarayansarkar@yahoo.in

Gracy Michel Marjan
Kasturba Nursing College,
Sevagram
gracemarian@rediff.com

Hemangini K. Shah
Models Legacy, Bldg 8A
Flat T 4, Taleigaon, Goa
hkstnp69@rediffmail.com

Henal Shah
47 Khotachi Wadi, Girgaum
drhenal@gmail.com

Himanshu Pandya
Pushpkunj, B/H Panchal
Hall
Off Bhaikaka Road
Anand-388001, Gujarat,
India
himanshuvpandya@gmail.com

Hrshikesh Vinayak Pathak
Flat no. B-304, Third Floor
Savitri Apartment, Buty
Layout
Laxmi Nagar, Nagpur -
440022
hvpatak@rediffmail.com

Jayalakshmi. M.K
#1540, 11th main, 5th cross
M.C.C. B Block, Davangere
Karnataka -577004
jayalakshmimalavar@gmail.com

Jayashri J Pradhan
Kasturba Nursing College,
Sevagram

Jwalant Eknath Waghmare
Dept. of Anatomy, MGIMS
Sevagram
jewaghmare@mgims.ac.in

Jyoti Nath Modi
E-3/129, Arera Colony,
Bhopal- 462016
jyoti.faimer@gmail.com

Jyoti Prashant Ankar
Kasturba Nursing School,
Sevagram
sadhana.thakre@gmail.com

Kailas M Gandhare
Kasturba Nursing College,
Sevagram
gandhare12@gmail.com

Kalyan Goswami
Department of
Biochemistry, MGIMS,
Sevagram
goswamikln@gmail.com

Karthiyayini
MGIMS, Sevagram
karthilogu14@yahoo.com

Kavita Vasudevan P
No. 3, Third Cross,
Ramanapuram,
Pondicherry- 9
kavita.udayashankar@gmail.com

Kedar Gautambhai Mehta
GMERS Medical College,
Gotri, Vadodara
kedar_mehta20@yahoo.co.in

Kranti Biradar
Kasturba Nursing College,
Sevagram
krantibiradar@gmail.com

Manish B. Shrigiriwar
Plot no. 5, Ayodhya Nagar,
Nagpur
manishmans2002@hotmail.com

Manoj Talapalliwar
Department of Community
Medicine,
NKP Salve Institute of
Medical Sciences &
Research Centre, Nagpur
manojtalapalliwar@yahoo.com

Marina Thomas
42 Rajiv Gandhi Nagar (BR
Layout)
Sowripalayam PO,
Coimbatore 641028
thomasvchacko@gmail.com

Mary Beth Scallen
People's Light & Theatre
Company
Philadelphia, PA, USA
19003
mbscallen@gmail.com

Medha A Joshi
F1, OM Apts, 226, 8th Main
M.K. Extension, Bangalore
560054
medhaj@gmail.com

Mrunal N Ketkar
BVDUMC, Dept. Of Surgery
Pune
mrunalnitin@gmail.com

Mukeshkumar Vora
Department of
Pharmacology
Vadodara
mukeshkrutin@gmail.com

Munira Hirkani
Associate Professor
Department of Physiology
Seth G.S Medical College,
Mumbai
munirahirkani@kem.edu

MVR Reddy
Dept of Biochemistry
MGIMS, Sevagram - 442102
reddymvr@gmail.com

Nabin Pokharel
Lumbini Medical College &
Teaching Hospital Ltd.
Palpa, Nepal
nabindai@yahoo.com

Neelam V. Mishra
Department of Physiology,
Govt. Medical College,
Nagpur

Neeta Walokar (Shetye)
Kasturba Nursing College,
Sevagram
walokar_n@rediffmail.com

Neha Wagh
Kasturba Nursing College,
Sevagram
nehawhigoy@gmail.com

Nilima Shah
B 803 Rudraksh Residency
itisnilima@gmail.com

Nirmala Narayan Rege
B-10 Kamdar Bldg.,
Gokhale Road (South),
Dadar, Mumbai-28
nimarege@gmail.com

Nisha Ramesh Thete
WWH Sevagram
nishuthete5@gmail.com

Nivritti G Patil,
Hon. Clinical Professor and
Senior Adviser,
Centre for Education &
Training,
Li KaShing Faculty of
Medicine,
The University of Hong
Kong
ngpatil@hku.hk

NS Hadke
Department of Surgery,
MAMC,
Bahadurshah Zafar Marg
New Delhi 110002
nshadke@yahoo.com
Padmini Venkataramani

C/O UniKL RCMP, No.3
Jalan Greentown, Ipoh
Perak, 30450 Malaysia
vpaddy1@hotmail.com

Pallavi Rajaram Barde
Kasturba Nursing College,
Sevagram
pallu.chaitukorderpe2@gm
ail.com

Parag R. Joshi
Kasturba Nursing College,
Sevagram
paragjoshi6683@gmail.com

Paragkumar Chavda
Gotri Road, Vadodara -
390021 Gujarat
chavda_parag@yahoo.co.in

Parmod Kumar Goyal
House No: 19184, Street
No: 8,
Bibi wala Road, Opposite
DAV College
Bathinda
drparmodgoyal@gmail.com

Parul Datta
School of Nursing, SSKM
Hospital
242 A.J.C. Bose Road
Kolkata-20,W.B.
paruldatta9@gmail.com

Poonam Varma Shivkumar
A-10 Dhanvantari Nagar,
Sevagram
poonamvarmask@yahoo.co
.in

Pradeep Deshmukh
MGIMS, Sevagram
prdeshmukh@gmail.com

Pradeep Gangadhar Dixit
28, Surendra Jyoti
Ramkrishna Nagar,Khamla
pgdixit2008@gmail.com

Pranita Jwalant Waghmare

Dept. of Biochemistry,
MGIMS Sevagram
jewaghmare@mgims.ac.in

Prasantakumar Das
Department of
Microbiology
MGIMS Sevagram
prasanta@mgims.ac.in

Prasoon Shrivastava
MGIMS, Sevagram
prasoon.sonu@gmail.com

Praveen B Iyer
Dept of Anatomy,
Seth G S Medical College &
KEM Hospital,
Parel, Mumbai 400012
pbi1977@gmail.com

Preeti Yadav
9/A, Prethana Tavishankar
Sankul,
Bhatar Char Rasta Surat,
395017
preeti14121970@gmail.co
m

Priyanka Sonone
Kasturba Nursing College,
Sevagram
psonone@gmail.com

Puja Hingorani- Bang
c/o Chetana- Vikas,
At P.O. Gopuri,
Wardha-442001
drpujabang@gmail.com

Purnima Barua
Department of
Microbiology,
Jorhat Medical College,
K.K. Road, Jorhat 785001
purnima_barua@rediffmail.
com

R Anand
Professor and Head, Dept
of Pulmonary Medicine
Kasturba Medical College,
Mangalore

anand.r@manipal.edu

Raakhi Tripathi
Dept. of Pharmacology &
Therapeutics,
College building, first floor,
Seth GS Medical College &
KEM Hospital,
Parel Mumbai 400012
lookon@rediffmail.com

Radhika Kothari
MGIMS, Sevagram
radhikakothari@gmail.com

Ralf Graves
Associate Director Regional
Institutes
FAIMER
3624 Market Street
Philadelphia, PA 19086 USA
rgraves@faimer.org

Ranjana S Kale
MGIMS Campus,Sevagram.
brahmane@mgims.ac.in

Rashmi Gode
MGIMS, Sevagram
rashminighut@yahoo.co.uk

Rekha V Shinde
Kasturba Nursing School,
Sevagram
rekhashinde33@gmail.com

Revati Sabale
Sevagram Wardha
revatisabale@yahoo.com

Rita Sood
Professor,
Department of Medicine,
AIIMS, Ansari Nagar,
New Delhi – 110029
ritasood@gmail.com

Ritika R. Rocque
Kasturba Nursing College,
Sevagram
paragjoshi6683@gmail.com

Ritu Singh
MGIMS Sevagram
ritusingh@mgims.ac.in

Rituparna Barooah
Mawdiangdiang, Shillong,
Meghalaya
drrituparnabarooah@gmail.com

Ruchi Kothari
Quarter No.1, MLK Colony,
KHS Campus,
Sevagram, Wardha 442102
ruchi@mgims.ac.in

Rupali M Sardar
WWH SEVAGRAM
rupalisardar12@gmail.com

Sabyasachi Das
College Teachers Quarter
B12 North Bengal Medical
College
PO Sushrutanagar
Dist- Darjeeling 734012
sabya1968@yahoo.com

Sadhana V Thakre
Kasturba Nursing School,
Sevagram
sadhana.thakre@gmail.com

Santanu Das
Department of
Microbiology
MGIMS Sevagram
dsanz@rediffmail.com

Santosh B. Salagre
1/28 , Gomantak Society,
Mahant Road
Near Utkarsh Mandal
Chowk
Vileparle East , Mumbai ,
400057
aaplasantosh@gmail.com

Satendra Singh
A5-303, Olive County
Sector-5, Vasundhara,
Ghaziabad, U.P
dr.satendra@gmail.com

Satish Waghmare
MGIMS, Sevagram
satishwaghmare@gmail.com

Seema Neveith
Kasturba Nursing College,
Sevagram
paragjoshi6683@gmail.com

Selvam Ramachandran
Dept of Physiotherapy,
SMIMS
5th mile, Tadong, Gangtok,
East Sikkim 737102
rs79physio@gmail.com

Shaila T Bhat
Dept of Pathology,
Melaka Manipal Medical
College,
Manipal University,
Manipal, 576104
shailavenky@gmail.com

Shila Pandurang Shelke
Aadarsha Nagar, Ward No
3,
Sevagram, Wardha,
Maharashtra, INDIA
sps.amardeep@gmail.com

Shilpa Gopal Mhikle
Kasturba Nursing College,
Sevagram
shilpamhikle123@gmail.com

Shital J Yawale
Kasturba Nursing College,
Sevagram
syawale@gmail.com

Shivani Jaswal
H.NO. 1152 A, SECTOR 32
B, Chandigarh
shivanijaswal0922@gmail.com

Shubhada Gade
51 New Sneha Nagar
Wardha Road Nagpur
440015

shubhagade@gmail.com

Shweta Jinde
MGIMS Sevagram
dr.snjinde@gmail.com

Shweta Telang
Maharashtra University of
Health Sciences, Vani
Dindori Road, Nashik
drshwetatelang@gmail.com

Silvy MV
Kasturba Nursing School,
Sevagram
rashmymysib@gmail.com
Smita Anand Bijwe
29, Vidarbha Hsg Colony,
Maltekadi Road, Amravati
bijwe@rediffmail.com

Smita M Manikpure
Narmada Layout, Plot no.
14, Near Ratnakar
Sabhagruh, Warud,
Sevagram
sadhana.thakre@gmail.com

Smita Moon
WWH SEVAGRAM
moons612@gmail.com

Smita Singh
MGIMS, Sevagram, Wardha
drsmittas@gmail.com

Sonali Gajanan Choudhari
Plot No 8, Keshavanand,
New SBI Colony
Kathane Lay Out, Nagpur
Road, Wardha
sonalic27@yahoo.com

Sonali S. Waghmare
Quarter No. 10 Kabir Niwas,
KHS Campus, Sevagram
ms.sonujay@rediffmail.com

Sonia Jain
A 14 Dhanvantri Nagar,
Sevagram
soniajain@mgims.ac.in

Subodh S Gupta
6 New MLK Colony,
Sevagram
subodhsgupta@gmail.com

Sucheta Prakash Dandekar
Acharya Donde Marg, Parel,
Mumbai 400 034
sucheta.dandekar@gmail.com

Sukeshini D. Sute
Kasturba Nursing College,
Sevagram
paragjoshi6683@gmail.com

Sunanda Mahesh Keluskar
Kasturba Nursing College,
Sevagram
sunandakeluskar@rediffmail.com

Surekha Tayade
E/4, Senior Staff Quarters,
MGIMS, Sevagram
tayadesurekha@gmail.com

Sushama Prakash Dhonde
16, Laxmi Sadan, Uday
Colony, Neminathnagar,
Vishrambag, Sangli-416415
drsushamadh@gmail.com

Swapnil Paralikar
18, Taksh Bungalows, Nr.
Shobhana Nagar, Vasna
Road, Vadodara
drsparalikar@gmail.com

Swati Jarole
JNGH Sevagram
swatijarole@gmail.com

Thejeshwari HL
Flat no. 64, doctors
quarters HIMS CAMPUS
Hassan karnataka-573201
hlthims2011@gmail.com

Thomas V Chacko
42 Rajiv Gandhi Nagar (BR
Layout)

Sowripalayam PO,
Coimbatore 641028
drthomasvchacko@gmail.com

Usha S Shende
Kasturba Nursing College,
Sevagram
ushashende12@gmail.com

Usha MG
w/o Umesh GS, 311/B, Eye
Care Center,
Pavilion road, PJ Extn.,
Davanagere-577004,
Karnataka, India
drushamg@gmail.com

Vaishali Anant Zade
Kasturba Nursing College,
Sevagram
vaishuyanant.zade@gmail.com

Vidya Sahare
Kasturba Nursing College,
Sevagram
vidya_sahare2@rediffmail.com

Vijay Vasant Moghe
1202, Prathamesh View,
Opp Ceat Tyres, Nahur (w)
Mumbai 78
drmoghevv@gmail.com

Vimala Thomas
3-6-278/279, Flat No. 504,
Thomas Prabhu reliance
Complex,
Himayathnagar, Hyderabad
500029
vimalath@hotmail.com

Vinay N Gawali
Kasturba Nursing College,
Sevagram
vgknc@rediffmail.com

Vinita Kalra
Himalayan Institute of
Medical Sciences,

Jolly Grant, P.O. Doiwala,
Dehradun-248140
vinitakalra@rediffmail.com

Vitaladevuni B Shivkumar
A-10 Dhanvantari nagar,
Sevagram
shivkumar@mgims.ac.in

Vivek Saoji
Anamika, Plot No 61, Lane
No 5
Dahanukar Colony, Kothrud
Pune 411038
drviveksaoji@yahoo.co.in

Vyoma Dalal
9 Jeevan Tara, Azad Road,
Vile Pale (East), Mumbai
400057
vyomadlal86@gmail.com

-