

# **FACULTY DEVELOPMENT PLAN FOR KHYBER GIRLS MEDICAL COLLEGE**

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**KHYBER GIRLS MEDICAL COLLEGE**

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# Faculty Development Plan

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Khyber Girls Medical College, Peshawar

## 1. Introduction

Faculty members are the cornerstone of quality medical education. With the evolving landscape of competency-based medical education (CBME), increasing emphasis on workplace-based assessment, and the integration of student-centered teaching strategies, continuous faculty development has become essential. Medical educators are now expected not only to possess subject expertise but also to demonstrate proficiency in assessment design, feedback delivery, clinical teaching, and educational leadership.

Recognizing these evolving demands, Khyber Girls Medical College (KGMC) proposes a structured Faculty Development Program (FDP) aimed at strengthening teaching, assessment, and educational governance capacities of its faculty.

## 2. Purpose of Faculty Development

The purpose of faculty development at KGMC is to:

- Enhance teaching effectiveness in classroom and clinical settings
- Improve the quality, validity, and reliability of assessments
- Promote reflective practice and professionalism among faculty
- Align teaching and assessment practices with national and international standards
- Build institutional capacity for programmatic and outcome-based education
- Support faculty in their roles as educators, assessors, mentors, and leaders

## 3. Structure of the Faculty Development Program

The FDP is organized into thematic workshop clusters, with each cluster designed as an independent 3-hour workshop.

This modular approach allows flexibility, progressive skill development, and targeted participation based on faculty roles and needs.

## 4. Workshop Cluster 1

### Assessment of Knowledge & Clinical Reasoning

Assessment of cognitive skills and clinical reasoning forms the foundation of medical education. This workshop focuses on designing high-quality written and oral assessments that test not just recall but also application, analysis, and decision-making.

#### Workshop Details

Component	Description
Duration	One day
Target Participants	Basic sciences & clinical faculty
Topics Covered	MCQs (difficulty & discrimination index), EMQs, Script Tests, Structured Oral Examination
Facilitators	Dr. Afsheen Mahmood Dr. Naveed Afzal Khan
Learning Objectives	<ul style="list-style-type: none"><li>• Design high-quality MCQs &amp; EMQs</li><li>• Apply item analysis principles</li><li>• Understand script concordance testing</li><li>• Conduct structured oral exams</li></ul>
Teaching Methods	Interactive lecture, group work, item-writing exercises
Assessment of Workshop	Peer-reviewed MCQs, feedback forms
Expected Outcomes	Improved quality of written & oral assessments

## 5. Workshop Cluster 2

### Workplace-Based & Skills Assessment

Workplace-based assessment (WBA) evaluates learners in real clinical environments. This workshop equips faculty with practical skills to observe, assess, and provide feedback on clinical performance.

#### Workshop Details

Component	Description
Duration	One day
Target Participants	Clinical faculty & supervisors
Topics Covered	DOPS, Mini-CEX, CSP, Structured/Cyclical Oral Tests
Facilitators	Dr. Liaqat Ali Dr. Muhammad Shah
Learning Objectives	<ul style="list-style-type: none"><li>• Conduct valid WBAs</li><li>• Use checklists &amp; global rating scales</li></ul>

	• Provide constructive feedback
Teaching Methods	Role-play, video demonstrations, small-group activities
Assessment of Workshop	Observation checklists, reflective discussion
Expected Outcomes	Enhanced clinical assessment & feedback skills

## 6. Workshop Cluster 3

### Reflective, Professionalism & Longitudinal Assessment

Professionalism and reflective learning are core competencies in medical education. This workshop introduces tools that assess learners longitudinally and foster self-directed growth.

#### Workshop Details

Component	Description
Duration	One day
Target Participants	All faculty
Topics Covered	Portfolio, Self-Assessment, Peer Assessment, MSF
Facilitators	Dr. Liaqat Ali Dr. Khurram Naushad
Learning Objectives	<ul style="list-style-type: none"> <li>• Implement portfolio-based assessment</li> <li>• Use MSF effectively</li> <li>• Encourage reflective practice</li> </ul>
Teaching Methods	Case discussions, portfolio review, group reflection
Assessment of Workshop	Sample portfolio evaluation
Expected Outcomes	Improved mentoring & professionalism assessment

## 7. Workshop Cluster 4

### Clinical Teaching Strategies

Effective clinical teaching requires structured approaches that balance patient care with learning. This workshop focuses on short, efficient, learner-centered clinical teaching models.

#### Workshop Details

Component	Description
Duration	One day
Target Participants	Clinical teachers

Topics Covered	OMP, SNAPPS, Microteaching, MI Plan
Facilitators	Dr. Muhammad Shah Dr. Shimmee Shahzadi
Learning Objectives	<ul style="list-style-type: none"> <li>• Apply bedside teaching models</li> <li>• Deliver effective feedback</li> <li>• Conduct microteaching sessions</li> </ul>
Teaching Methods	Simulations, role-play, peer feedback
Assessment of Workshop	Teaching performance feedback
Expected Outcomes	Enhanced bedside teaching effectiveness

## 8. Workshop Cluster 5

### Large Group Teaching Strategies

Large group teaching remains a core instructional modality in medical education, particularly in undergraduate programs. However, to ensure meaningful learning, large group sessions must be well-structured, interactive, and aligned with educational principles. This workshop focuses on evidence-based strategies that enhance engagement, promote deeper learning, and link teaching with assessment.

#### Workshop Details

Component	Description
<b>Duration</b>	One day
<b>Target Participants</b>	Basic sciences & clinical faculty
<b>Topics Covered</b>	Expository (Interactive) Lectures, Gagné's Nine Events of Instruction, Team-Based Learning (TBL)
Facilitators	Dr. Naveed Afzal Khan Dr. Mahvish Javed Dr. Sarah Shahid
<b>Learning Objectives</b>	<ul style="list-style-type: none"> <li>• Structure lectures using Gagné's instructional framework</li> <li>• Increase learner engagement in large groups</li> <li>• Design and conduct Team-Based Learning sessions</li> </ul>
<b>Teaching Methods</b>	Interactive lecture, group tasks, lesson planning exercises
<b>Assessment of Workshop</b>	Redesigned lecture plan, peer feedback
<b>Expected Outcomes</b>	Improved effectiveness and learner engagement in large group teaching

## 9. Workshop Cluster 6

### Small Group Teaching Strategies

Small group teaching encourages active learning, critical thinking, and collaborative problem-solving. This workshop emphasizes learner-centered approaches that foster discussion, application of knowledge, and clinical reasoning in a supportive environment.

#### Workshop Details

Component	Description
Duration	One day
Target Participants	Basic sciences & clinical faculty
Topics Covered	Small Group Teaching Principles, Concept Mapping, Case-Based Learning (CBL)
Facilitators	Dr. Naheed Mahsood Dr. Afsheen Mahmood Dr. Khurram Naushad
Learning Objectives	<ul style="list-style-type: none"><li>• Facilitate effective small group sessions</li><li>• Use concept maps to promote deep learning</li><li>• Design and conduct case-based learning activities</li></ul>
Teaching Methods	Small-group facilitation, case discussions, concept map creation
Assessment of Workshop	Group facilitation exercise, reflective discussion
Expected Outcomes	Enhanced facilitation skills and improved student participation

## 10. Workshop Cluster 7

### AI in Education

Artificial Intelligence is becoming increasingly important in every aspect of life. The faculty should be trained in the proper use of AI in different educational activities to supplement and enhance the quality of medical education.

#### Workshop Details

Component	Description
Duration	Two days
Target Participants	Basic sciences & clinical faculty
Topics Covered	AI in Education, AI in Preparing a teaching session, AI in Assessment
Facilitators	Dr. Fawad Rahim Dr. Muhammad Ashfaq
Learning Objectives	<ul style="list-style-type: none"><li>• Explore the use of AI in education.</li><li>• Use AI tools in different areas of education</li></ul>

	<ul style="list-style-type: none"> <li>• Use AI tools to prepare a teaching session</li> <li>• Use AI tools to prepare Assessment Items</li> </ul>
Teaching Methods	Task based Learning, demonstrations, group planning
Assessment of Workshop	Assignment
Expected Outcomes	Strengthened use of AI in educational activities.

## 11. Workshop Cluster 8

### Research Methodology & Study Design for Health Sciences

High-quality research begins with sound methodology. This intensive workshop focuses on strengthening faculty capacity in selecting appropriate study designs, formulating research questions, and developing methodologically robust research proposals in medical and health sciences.

#### Workshop Details

Component	Description
Duration	1 Day
Target Participants	All faculty involved in research supervision and projects
Topics Covered	Research question formulation (FINER, PICO). Study designs (cross-sectional, case-control, cohort, RCTs). Sampling techniques, Sample size calculation. Bias & confounding, Ethical considerations
Facilitators	Dr. Maria Rehmat Dr. Fazeelat Hajra Khan Dr. Zakariya Amir
Learning Objectives	<ul style="list-style-type: none"> <li>• Develop clear, feasible research questions</li> <li>• Select appropriate study designs</li> <li>• Identify and minimize bias and confounding</li> <li>• Plan ethical and methodologically sound studies</li> </ul>
Teaching Methods	Interactive lectures, group work, hands-on exercises
Assessment of Workshop	Drafted research question and study outline
Expected Outcomes	Improved quality of research proposals and study protocols

## 12. Workshop Cluster 9

### Biostatistics, Data Management & Research Analysis

Competency in biostatistics and data handling is essential for interpreting research findings accurately. This workshop equips faculty with practical skills to manage data, choose appropriate statistical tests, and interpret results confidently.

#### Workshop Details

Component	Description
Duration	1 Day
Target Participants	Faculty supervising or conducting quantitative research
Topics Covered	Types of data & variables, Descriptive statistics, Inferential statistics, Common tests (t-test, chi-square, ANOVA). Introduction to SPSS/other software. Interpretation of p-values & effect sizes
Facilitators	Dr. Fatima Zulfiqar Dr. Farida Ahmad Dr. Zakariya Amir
Learning Objectives	<ul style="list-style-type: none"><li>• Identify correct statistical tests</li><li>• Manage and clean research data</li><li>• Interpret statistical outputs correctly</li><li>• Avoid common statistical errors</li></ul>
Teaching Methods	Demonstrations, guided software practice, group discussion.
Assessment of Workshop	Interpreted output from a sample dataset
Expected Outcomes	Enhanced statistical literacy and data interpretation skills

## 13. Workshop Cluster 10

### Peer Review of Scientific Manuscripts & Critical Appraisal

Peer review is a core academic responsibility and a key determinant of research quality. Faculty members are frequently invited to review manuscripts for journals or institutional research committees. This workshop is designed to equip faculty with the skills required to critically appraise research manuscripts and provide high-quality, objective, and actionable reviews.

#### Workshop Details

Component	Description
Duration	1 Days

Target Participants	All faculty involved in research supervision, editorial work, or manuscript reviewing
Topics Covered	Purpose and types of peer review. Structure of a scientific manuscript (IMRAD). Critical appraisal of methodology and statistics. Identifying bias and ethical concerns. Writing constructive reviewer comments. Reviewer responsibilities and confidentiality
Facilitators	Dr. Naheed Mahsood Dr. Afsheen Mahmood Dr. Ambreen Afridi
Learning Objectives	<ul style="list-style-type: none"> <li>• Understand the role and ethics of peer review.</li> <li>• Critically evaluate manuscripts section-wise.</li> <li>• Identify methodological and statistical flaws.</li> <li>• Write clear and constructive review reports</li> </ul>
Teaching Methods	Interactive lectures, guided manuscript review, group discussion, mock peer-review exercises.
Assessment of Workshop	Written peer-review report on a sample manuscript
Expected Outcomes	Improved quality and consistency of manuscript reviews and enhanced critical appraisal skills

## 14. Distribution of Faculty in batches for Workshops.

No	Name	Institute	Department	Designation	Group
<b>Group 1</b>					
1	Dr. Ambreen Afridi	KGMC	Com Medicine	Asoc Professor	Group 1
2	Dr. Shaukat Fiaz	IKD	Urology	Ast Professor	Group 1
3	Dr. Shaikh Fahad Falah	KGMC	Pharmacology	Ast Professor	Group 1
4	Dr. Muhammad Iftikhar	HMC	Surgery	Asoc Professor	Group 1
5	Dr. Zahid Qayyum	HMC	Oral & Maxillofacial	Asoc Professor	Group 1
6	Dr. Fawad Ali	HMC	Thoracic Surgery	Ast Professor	Group 1
7	Dr. Muhammad Niaz Khan	HMC	Cardiology	Ast Professor	Group 1
8	Dr. Israr Ahmad	HMC	Orthopedics	Professor	Group 1
9	Dr. Khalid Javed	KGMC	Pathology	Professor	Group 1
10	Dr. Muhammad Hussain Afridi	HMC	Endocrinology	Asoc Professor	Group 1
11	Dr. Sheraz Jamal	HMC	Medicine	Professor	Group 1
12	Dr. Ahmad Nawaz	IKD	Urology-A	Ast Professor	Group 1
13	Prof. Dr. Sultan Zaffar Akhtar	IKD	Nephrology-B	Professor	Group 1
14	Dr. Abdur Rahim Khan	HMC	Dermatology	Professor	Group 1
15	Dr. Mian Ayaz Ul Haq	HMC	Neurology	Ast Professor	Group 1
16	Dr. Zubia Shah	KGMC	Physiology	Asoc Professor	Group 1
17	Dr. Sadaf Chiragh	HMC	Oncology	Asoc Professor	Group 1
18	Dr. Bushra Rauf	HMC	Gynecology	Professor	Group 1
19	Dr. Qurat-Ul-Ain Ihsan	BPSC	Radiology	Ast Professor	Group 1
20	Dr. Sher Rehman	HMC	Gastroenterology	Asoc Professor	Group 1
21	Dr. Jahanzeb Khan Afridi	HMC	Paediatrics	Asoc Professor	Group 1
22	Dr. Syed Asif Shah	BPSC	Reconstructive Surgery	Asoc Professor	Group 1
23	Dr. Sofia Iqbal	HMC	EYE	Professor	Group 1
24	Dr. Sohail Nisar	IKD	Anesthesia	Ast Professor	Group 1
25	Dr. Sundas Iftikhar	IKD	Pathology	Ast Professor	Group 1
26	Dr. Muhammad Bilal	BPSC	Plastic Surgery	Asoc Professor	Group 1
27	Dr. M. Tariq Humayun Khan	BPSC	Hematology	Ast Professor	Group 1
28	Dr. Said Amin	HMC	Medicine	Professor	Group 1
29	Dr. Ain Ul Hadi	HMC	Surgery	Asoc Professor	Group 1
30	Dr. Saeed Khan	HMC	ENT	Asoc Professor	Group 1
31	Dr. Abdul Satar	HMC	Orthopedics	Asoc Professor	Group 1
<b>Group 2</b>					
1	Dr. Syed Sajid	IKD	Nephrology	Ast Professor	Group 2

2	Dr. Farida Ahmad	KGMC	Physiology	Ast Professor	Group 2
3	Dr. Adnan	HMC	ENT	Professor	Group 2
4	Muhammad Asim	HMC	Cardiology	Ast Professor	Group 2
5	Prof. Dr. Liaqat Ali	IKD	Urology-C	Professor	Group 2
6	Mr. Sami Uddin	PICO	Optometry	Ast Professor	Group 2
7	Dr. Abid Imran	HMC	Paediatrics	Ast Professor	Group 2
8	Dr. Muhammad Tariq Mehar	HMC	Medicine	Professor	Group 2
9	Dr. Sadia Shamsher	HMC	Gynecology	Asoc Professor	Group 2
10	Dr. Asad Shamsher	IKD	Urology-B	Ast Professor	Group 2
11	Dr. Amer Abbas	HMC	Psychiatry	Asoc Professor	Group 2
12	Dr. Ammara Haroon	IKD	Radiology	Ast Professor	Group 2
13	Dr. Fazal-ur-Rehman Bangash	KGMC	Pathology	Ast Professor	Group 2
14	Dr. Yousaf Jamal Mahsood	HMC	EYE	Asoc Professor	Group 2
15	Dr. Farman Ullah	HMC	Orthopedics	Ast Professor	Group 2
16	Dr. Zubeda Irshad	BPSC	Microbiology	Ast Professor	Group 2
17	Dr. Naheed Asghar	HMC	Dermatology	Asoc Professor	Group 2
18	Dr. Rahim	HMC	Oncology	Ast Professor	Group 2
19	Dr. Khalid Shahab	HMC	Medicine	Ast Professor	Group 2
20	Dr. Fiyyaz Akhtar Qureshi	HMC	Anesthesia	Professor	Group 2
21	Dr. Naeem Jan	HMC	Gastroenterology	Ast Professor	Group 2
22	Dr. Raza Ullah	HMC	ICU	Ast Professor	Group 2
23	Dr. Muhammad Aqeel Khattak	HMC	Paediatrics	Professor	Group 2
24	Dr. Talal Raza	HMC	Surgery	Ast Professor	Group 2
25	Dr. Muhammad Ali Noman	HMC	Neurosurgery	Asoc Professor	Group 2
26	Dr. Junaid Faisal Wazir	PICO	Community Ophthalmology	Ast Professor	Group 2
27	Dr. Shagufta Nasir	KGMC	Pathology	Asoc Professor	Group 2
28	Dr. Muhammad Shadman	BPSC	Plastic Surgery	Ast Professor	Group 2
29	Dr. Noor Rehman	HMC	Orthopedics	Asoc Professor	Group 2
30	Dr. Shazia Usman	HMC	Gynecology	Ast Professor	Group 2
<b>Group 3</b>					
1	Dr. Afzal Qadir	HMC	EYE	Asoc Professor	Group 3
2	Dr. Adeeba Ahmad	BPSC	Plastic Surgery	Ast Professor	Group 3
3	Dr. Nouman	HMC	ICU	Ast Professor	Group 3
4	Dr. Asad Ullah Jan	HMC	Orthopedics	Ast Professor	Group 3
5	Dr. Sadia Ali	HMC	Gynecology	Asoc Professor	Group 3
6	Dr. Rahida Karim	HMC	Paediatrics	Professor	Group 3

7	Dr. Qaiser Habib	BPSC	Anesthesia	Ast Professor	Group 3
8	Dr. Mir Abid Jan	IKD	Andro-Urology	Ast Professor	Group 3
9	Dr. Rifat Sultana	KGMC	Physiology	Professor	Group 3
10	Dr. Mansoor Alam	HMC	ENT	Ast Professor	Group 3
11	Dr. Anwar ul Haq	HMC	Medicine	Asoc Professor	Group 3
12	Dr. Faheem ud Din	HMC	Oral & Maxillofacial	Asoc Professor	Group 3
13	Dr. Wasif Farman	HMC	Radiology	Ast Professor	Group 3
14	Dr. Shah Sawar	HMC	Cardiology	Asoc Professor	Group 3
15	Dr. Zahid Ullah Khan	KGMC	Pathology	Asoc Professor	Group 3
16	Dr. Farman Ullah	IKD	Nephrology	Ast Professor	Group 3
17	Dr. Ghafoor Ullah	HMC	Dermatology	Asoc Professor	Group 3
18	Dr. Ikram Ullah	IKD	Urology-D	Asoc Professor	Group 3
19	Dr. Mian Iftikhar Ul Haq	HMC	Neurosurgery	Ast Professor	Group 3
20	Dr. Nazir Shah	HMC	Medicine	Asoc Professor	Group 3
21	Dr. Assad Ullah	HMC	Cardiology	Ast Professor	Group 3
22	Dr. Siddique Ahmad	HMC	Surgery	Professor	Group 3
23	Dr. Fahim Ullah	BPSC	Reconstructive Surgery	Ast Professor	Group 3
24	Dr. Rizwan Ullah	IKD	Urology	Ast Professor	Group 3
25	Dr. Naeema Utman	HMC	Gynecology	Professor	Group 3
26	Dr. Muhammad Shah	HMC	Surgery	Asoc Professor	Group 3
27	Dr. Muhammad Iltaf	HMC	Gastroentorology	Asoc Professor	Group 3
28	Dr. Zahid Sarfaraz	KGMC	Anatomy	Asoc Professor	Group 3
29	Dr. Shahid Abdur Rauf Khan	HMC	EYE	Ast Professor	Group 3
30	Dr. Abida Yasmin	KGMC	Pharmacology	Ast Professor	Group 3
<b>Group 4</b>					
1	Dr. Lubna Naz	BPSC	Anesthesia	Ast Professor	Group 4
2	Dr. Imran Khan	HMC	Neurosurgery	Ast Professor	Group 4
3	Dr. Iftikhar Ahmad	KGMC	Forensic Medicine	Ast Professor	Group 4
4	Dr. Waqar	HMC	Orthopedics	Ast Professor	Group 4
5	Dr. Irfan Ullah	BPSC	Plastic Surgery	Asoc Professor	Group 4
6	Dr. Muhammad Tariq	HMC	EYE	Professor	Group 4
7	Dr. Rukhsana Karim	HMC	Gynecology	Asoc Professor	Group 4
8	Dr. Mehreen Samad	HMC	Radiology	Professor	Group 4
9	Dr. Sami Ullah	HMC	Cardiology	Ast Professor	Group 4
10	Dr. Mufariq Shah	PICO	Optometry	Asoc Professor	Group 4
11	Dr. Ibrahim Bin Asfar Jan	HMC	Paediatrics	Ast Professor	Group 4
12	Dr. Fazal Rehman	HMC	ENT	Ast Professor	Group 4
13	Dr. Waqar Ahmad	KGMC	Anatomy	Ast Professor	Group 4
14	Dr. Muhammad Ishfaq	HMC	Medicine	Asoc Professor	Group 4
15	Dr. Naveed Afzal	KGMC	Medical Education	Ast Professor	Group 4

16	Dr. Shehnaz Bakhtiar	KGMC	Pathology	Ast Professor	Group 4
17	Dr. Kalsoom Tariq	KGMC	Biochemistry	Asoc Professor	Group 4
18	Dr. Madiha Iqbal	HMC	Gynecology	Ast Professor	Group 4
19	Dr. Fawad Rahim	HMC	Medicine	Asoc Professor	Group 4
20	Dr. M. Kamran Khan	IKD	Paeds Urology	Asoc Professor	Group 4
21	Dr. Farrukh Ozair Shah	HMC	Surgery	Asoc Professor	Group 4
22	Dr. Afsheen Mehmood	KGMC	Physiology	Asoc Professor	Group 4
23	Dr. Samina Karim	HMC	EYE	Ast Professor	Group 4
24	Dr. Imran Tahir	HMC	Thoracic Surgery	Ast Professor	Group 4
25	Dr. Muhammad Alam	HMC	Surgery	Asoc Professor	Group 4
26	Dr. Mazhar Ul Haq	IKD	Nephrology	Ast Professor	Group 4
27	Dr. Tahir Ghaffar	HMC	Endocrinology	Asoc Professor	Group 4
28	Dr. Nasir Ali	HMC	Cardiology	Ast Professor	Group 4
29	Ms. Samina Anwar	PICO	Anthropology	Ast Professor	Group 4
30	Dr. Ansar Hussain	HMC	Paediatrics	Ast Professor	Group 4
<b>Group 5</b>					
1	Dr. Rumman Khan	HMC	Surgery	Ast Professor	Group 5
2	Dr. Ghazala Zarin	IKD	Microbiology	Ast Professor	Group 5
3	Prof. Dr. Syed Munib	IKD	Nephrology-A	Professor	Group 5
4	Dr. Zia Ullah	HMC	Cardiology	Asoc Professor	Group 5
5	Dr. Waseem Anwar	HMC	Orthopedics	Asoc Professor	Group 5
6	Dr. Adnan-ur-Rehman	HMC	Gastroenterology	Asoc Professor	Group 5
7	Dr. Asad Khan	HMC	Anesthesia	Ast Professor	Group 5
8	Dr. Tauseef Aman	KGMC	Community Medicine	Asoc Professor	Group 5
9	Dr. Ghazala Shams	HMC	Gynecology	Professor	Group 5
10	Dr. Shams Suleman	KGMC	Pharmacology	Professor	Group 5
11	Dr. Naila Tamkeen	HMC	Radiology	Asoc Professor	Group 5
12	Dr. Muhammad Bilal Khattak	HMC	Medicine	Asoc Professor	Group 5
13	Dr. Muhammad Arif	HMC	ENT	Ast Professor	Group 5
14	Dr. Samin Ullah Shah	HMC	Paediatrics	Professor	Group 5
15	Dr. Bela Inayat	KGMC	Biochemistry	Ast Professor	Group 5
16	Dr. Zahoor Ahmad Khan	HMC	Cardiology	Asoc Professor	Group 5
17	Dr. Mansoor Khan	BPSC	Plastic Surgery	Asoc Professor	Group 5
18	Dr. Shahab Ud Din	KGMC	Anatomy	Asoc Professor	Group 5
19	Prof. Dr. Malik Zeb Khan	IKD	Pathology	Professor	Group 5
20	Dr. Sanauallah Jan	HMC	EYE	Professor	Group 5
21	Dr. Shahid Ayub	HMC	Neurosurgery	Professor	Group 5
22	Dr. Muhammad Noor	HMC	Medicine	Professor	Group 5
23	Dr. Sarah Shahid	KGMC	Physiology	Ast Professor	Group 5
24	Dr. Naheed Siddique	KGMC	Forensic Medicine	Ast Professor	Group 5

25	Dr. Sameer Khan Kabir	HMC	Orthopedics	Ast Professor	Group 5
26	Dr. Shahzad Akbar	HMC	Surgery	Professor	Group 5
27	Dr. Shiasta Kanwal	HMC	Endocrinology	Ast Professor	Group 5
28	Dr. Saeed	HMC	Psychiatry	Ast Professor	Group 5
29	Dr. Khalid Khan	KGMC	Pathology	Professor	Group 5
30	Dr. Ihsan Ullah	IKD	Urology	Ast Professor	Group 5
<b>Group 6</b>					
1	Dr. Salma Jan	HMC	Anesthesia	Ast Professor	Group 6
2	Mr. Siraj Khan Safi	PICO	Optometry	Ast Professor	Group 6
3	Dr. Ambreen Ahmad	HMC	Paediatrics	Asoc Professor	Group 6
4	Dr. Saima Nadeem	KGMC	Pathology	Ast Professor	Group 6
5	Dr. Robina Akhtar	HMC	Gynecology	Asoc Professor	Group 6
6	Dr. Qazi Amjid Ali	BPSC	Plastic Surgery	Ast Professor	Group 6
7	Dr. Saima Farooq	HMC	EYE	Ast Professor	Group 6
8	Dr. Mushtaq	HMC	Neurosurgery	Ast Professor	Group 6
9	Dr. Mussarat Hussain	HMC	Surgery	Asoc Professor	Group 6
10	Dr. Fatima Zulfiqar	KGMC	Com Medicine	Ast Professor	Group 6
11	Dr. Hameed Ullah	HMC	Cardiology	Asoc Professor	Group 6
12	Dr. Allah Noor	HMC	ENT	Ast Professor	Group 6
13	Dr. Mufarih Shah	HMC	Medicine	Ast Professor	Group 6
14	Dr. Adnan Ahmed	HMC	Radiology	Asoc Professor	Group 6
15	Dr. Sadiq Ullah Khan	PICO	Community Eye Health	Asoc Professor	Group 6
16	Dr. Shimee Shahzadi	KGMC	Anatomy	Ast Professor	Group 6
17	Dr. Atta Ul Mohsin	HMC	Cardiology	Ast Professor	Group 6
18	Dr. Muhammad Asif Khan Afridi	HMC	ICU	Ast Professor	Group 6
19	Dr. Muhammad Mushtaq	HMC	Oral & Maxillofacial	Professor	Group 6
20	Dr. Mehwish Iftikhar	HMC	Medicine	Ast Professor	Group 6
21	Dr. Salik Kashif	HMC	Orthopedics	Ast Professor	Group 6
22	Dr. Haroon Ahmad Khan	HMC	Orthopedics	Ast Professor	Group 6
23	Dr. Ayesha Jamil	KGMC	Pharmacology	Asoc Professor	Group 6
24	Dr. Nasreen Kishawar	HMC	Gynecology	Ast Professor	Group 6
25	Dr. Jamshad Alam	HMC	Surgery	Professor	Group 6
26	Dr. Abdul Aziz	HMC	EYE	Ast Professor	Group 6
27	Dr. Samina Shams	HMC	Paediatrics	Ast Professor	Group 6
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4	Dr. Anwar Ul Haq	KGMC	Forensic Medicine	Asoc Professor	Group 7
5	Dr. Muhammad Saeed	HMC	Orthopedics	Ast Professor	Group 7
6	Dr. Muhammad Imran Ullah	HMC	Gastroentrology	Ast Professor	Group 7
7	Dr. Huma Riaz	KGMC	Pathology	Asoc Professor	Group 7
8	Dr. Danish Nabi	HMC	Neurosurgery	Ast Professor	Group 7
9	Dr. Gul-E-Lala	HMC	Paediatrics	Ast Professor	Group 7
10	Dr. Raheelah Amin	KGMC	Com Medicine	Professor	Group 7
11	Dr. Rashid Aslam	HMC	Surgery	Professor	Group 7
12	Dr. Muhamad Asghar Khan	HMC	Cardiology	Asoc Professor	Group 7
13	Dr. Khalid Usman	HMC	Endocrinology	Asoc Professor	Group 7
14	Dr. Samia Tabassum	HMC	Gynecology	Professor	Group 7
15	Dr. Said Jamal Shah	HMC	ICU	Ast Professor	Group 7
16	Dr. Naheed Mehsood	KGMC	Medical Education	Asoc Professor	Group 7
17	Dr. Ghazala Wahid	HMC	Radiology	Asoc Professor	Group 7
18	Dr. Rabeea Sadaf	HMC	Gynecology	Professor	Group 7
19	Dr. Munir Hussain	KGMC	Pathology	Asoc Professor	Group 7
20	Dr. Muhammad Usman	HMC	Medicine	Professor	Group 7
21	Dr. Mehwish Javed	KGMC	Anatomy	Ast Professor	Group 7
22	Dr. Ihsan Ullah Khan	BPSC	Plastic Surgery	Ast Professor	Group 7
23	Dr. Naz Ullah	HMC	EYE	Asoc Professor	Group 7
24	Dr. Riaz Ahmad Khan	IKD	Urology-D	Asoc Professor	Group 7
25	Dr. Akhtar Nawaz	IKD	Urology-A	Asoc Professor	Group 7
26	Dr. Yousaf Jan	HMC	Surgery	Asoc Professor	Group 7
27	Dr. Amina Sultan	HMC	Anesthesia	Ast Professor	Group 7
28	Dr. Yasir Hayat	HMC	Cardiology	Ast Professor	Group 7
29	Dr. M. Zahid Khan	HMC	Orthopedics	Ast Professor	Group 7

## 14. Conclusion

This Faculty Development Plan provides a structured, modular, and sustainable approach to capacity building at Khyber Girls Medical College. Through targeted workshops, the program aims to enhance teaching quality, assessment standards, and institutional excellence, ultimately improving student learning outcomes and patient care.