



Executive Summary

Renewal of Institutional Licensure Gulf Medical University (GMU)

Ajman

5 - 8 February 2024

An External Review Team (ERT), appointed by the Commission for Academic Accreditation (CAA) of the Ministry of Education (MOE) of the United Arab Emirates (UAE), visited Gulf Medical University (GMU) from 5-8 February 2024 to evaluate the Application (hereafter the *Self-Study*) for Renewal of its Institutional Licensure (RIL).

During the site visit, the ERT reviewed documents, toured the campus facilities, and had extensive discussions with the administrators, faculty, staff, students, alumni, advisory board, and employers of university graduates. The exit briefing was held on 8 February 2024.

GMU was established as a private college in 1998 and received licensure by the Ministry of Higher Education and Scientific Research (currently the Ministry of Education) in 2008. It is owned and run by the Thumbay Group UAE and has access to considerable resources, including hospitals, clinics and laboratories, owned by the Thumbay Group's Healthcare Division.

GMU has six major academic units (colleges): namely, the College of Medicine (CoM), the College of Dentistry (CoD), the College of Pharmacy (CoP), the College of Nursing (CoN), the College of Health Sciences (CoHS), and the College of Healthcare Management and Economics (CoHME). The Colleges offer 9 programs at the Bachelor's level, 10 at the Master's level, 1 MD program, 1 Higher Diploma, 2 Diplomas, and 1 program at the PhD level.

The total enrolment in GMU in Fall 2023 is 2,478 students, of which 72% are female and 209 (8.4%) are postgraduate students. Seventy-four percent of postgraduate students are female. Currently, GMU employs 217 full-time faculty members of which 144 have terminal degrees, 17 part-time faculty members and 70 clinical faculty, with a 47.4: 52.6 Female: Male ratio. The student to full-time terminally qualified faculty ratio (S/F) at GMU is approximately 17.2. CoM has 921 students and 60 full-time terminally qualified faculty, with S/F of 15.4. CoD has 426 students and 19 full-time terminally qualified faculty, with S/F of 22.4. CoP has 257 students and 15 full-time terminally qualified faculty, with S/F of 17.1. CoN has 213 students and 13 full-time terminally qualified faculty, with S/F of 16.4. CoHS has 561 students and 31 full-time terminally qualified faculty, with S/F of 18. CoHME has 100 students and 6 full-time terminally qualified faculty, with S/F of 16.7.



Through its review and consideration of the *Self-Study*, examination of additional documentation, observations made during the on-site visit, and interaction with faculty and others, the ERT identified several strengths at GMU. The overall themes include the following:

- Vision and Mission: The ERT was impressed with the development, implementation, and embeddedness of the campus vision and mission.
- Campus Climate: Students, faculty and staff share universal agreement that the GMU campus is a good place to learn and work.
- Facilities: The GMU and Thumbay Group facilities are modern, include up-to-date technology and rooms and spaces that allow for a variety of groups for teaching and collaboration.
- Research potential: The major projects in cancer research are extremely focused and GMU has brought together a strong team including highly recognized scientists and young researchers with the potential to contribute knowledge that is of international importance.
- Quality Assurance System: The ERT was impressed with the variety of quality assurance tools and felt GMU's portal, offering easy access to data and information, is an excellent example of a well-developed system.
- Collaborations and Partnerships. The GMU campus is very involved in collaboration and partnerships at many levels including international, national and local communities.

There are, however, some issues that need attention to ensure that GMU is in full compliance with the *Standards*. These include the following:

- Governance: The owner serves as the Chairman of the BOT which is in clear violation of the *Standards*.
- Budget: The required 5% allocation of budgetary resources for research/scholarship includes faculty salaries and the workload percentages divided between teaching and research/scholarship requires clarification and adjustments.
- Coordination between GMU and Thumbay Groups: More coordination between the two entities is needed in the areas of budget and IT decision making.
- Communication: Communication issues emerged related to how information is conveyed during evaluation and assessment processes.
- Benchmarking: It is clear that benchmarking is utilized, but how the process is used to help develop, plan, and make changes is not fully defined or described.
- Faculty and Staff Benefits: Specifically, medical insurance policies and processes available to staff and faculty need to be reviewed.

The ERT makes its Requirements and Suggestions in a spirit of constructive engagement, with the aim of ensuring that the *Standards* are met, and to aid GMU in its desired objective of the renewal of its institutional licensure.