



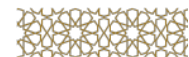
جامعة الخليج الطبية  
**GULF MEDICAL UNIVERSITY**  
ACADEMIC HEALTH CENTER

# Sustainable Development Goals

<b>8</b> DECENT WORK AND ECONOMIC GROWTH 		

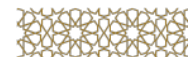
**SDG 8:  
DECENT WORK &  
ECONOMIC GROWTH**





## Table of Contents

<b>SDG 8 - Decent Work and Economic Growth .....</b>	<b>3</b>
<b>Highlights on GMU Workforce .....</b>	<b>3</b>
<b>Satisfaction of our Employee.....</b>	<b>4</b>
<b>We Employ our Graduates .....</b>	<b>5</b>
<b>Teaching - Courses offered in Relation to SDG 8.....</b>	<b>5</b>
<b>Students Work Placements .....</b>	<b>6</b>
<b>GMU program internships for graduated students.....</b>	<b>10</b>
<b>GMU Contributions and Achievements Towards SDG 8.....</b>	<b>11</b>
<b>Research and Development: Zebra Fish Facility at Gulf Medical University ...</b>	<b>12</b>
<b>GMU Alumni .....</b>	<b>13</b>
<b>Contribution to Training and Development of Nurses .....</b>	<b>13</b>
<b>Training &amp; Development in Medical Imaging Sciences .....</b>	<b>14</b>
<b>Transforming Health professionals' education in universities.....</b>	<b>15</b>
<b>University accommodated Indian students returning from Ukraine .....</b>	<b>16</b>
<b>Research on Cost Analysis of COVID 19 Vaccine .....</b>	<b>16</b>
<b>Budget Impact Analysis: Introducing a New Pharmacy Service .....</b>	<b>17</b>
<b>Contribution to Waterfalls Initiative for Continuous Education from UAE to the World .....</b>	<b>17</b>
<b>Research Towards SDG 8 .....</b>	<b>18</b>



## SDG 8 - Decent Work and Economic Growth

GMU is committed to promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all its employees. It strives to continuously improve its contribution to SDG 8-Decent Work & Economic Growth.

### Highlights on GMU Workforce



#### Staff Spring 2021

- 202 faculty & teaching staff
- 90 administrative staff



#### Staff Contracts Spring 2021

- Employees on Full time contracts = 95.5%
- Employees on Part Time contracts = 4.5%



#### Financials – Spring 2021

- Percentage increase in institutional expenditure since last year = 23%



#### Revenue from External research Grants

5.11 times increase since last year

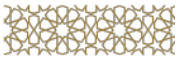


#### Policy Development

- 6 new Program Specific Policies were developed, and 6 policies were revised in alignment with CAA guidelines since Jan 2022.
- Faculty & Staff Handbook is reviewed and revised annually

GMU has been progressing its endeavors for achieving SDG 8, some of them include the following:

- GMU workforce
- Employee Satisfaction
- Employ our graduates
- Courses towards SDG 8
- Technological Innovation in University core activities



- Awards and Recognition as a quality Institution in all our operations

## Satisfaction of our Employee

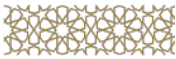
GMU employees form an important asset of any academic institution. Happy and content employees contribute significantly to the overall productivity and efficiency in carrying out the strategic and operational goals and objectives of the university hence contributing towards the vision of the university. As a measure of one of its quality indicators, GMU conducts an annual online survey to assess the satisfaction of all its employees at different levels of management to assess their perception of their satisfaction with its facilities and services. The survey is conducted online and is administered anonymously in strict compliance with the evaluation policy of the university. The survey was designed by the office of the Quality Assurance & Institutional Effectiveness Unit. The survey link was made available to the participants through their official email IDs. Employees from all levels of management responded to the survey. Please find below the detailed report on the survey results below.

1. [Faculty and Teaching Staff Satisfaction with GMU facilities and services](#)
2. [Administrative Staff Satisfaction with GMU facilities and services](#)
3. [Support Staff Satisfaction with GMU facilities and services](#)

The university annually publishes the performance report on Human Resources. All policies and procedures are publicly available as follows:

1. [Faculty Handbook](#)
2. [Staff Handbook](#)
3. [Policies & Procedures](#)





## We Employ our Graduates

Currently, 38-employees are working across GMU academic health system, and 15-alumni are working in various departments of the university. These departments include

- Pharmacy Practice
- Biomedical Sciences
- Pharmaceutical Sciences
- Restorative Dental Sciences
- Physiotherapy Sciences
- Thumbay Research Institute for Precision Medicine
- Medical Imaging Sciences
- Clinical Science Department

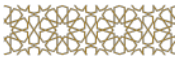
### WE EMPLOY OUR GRADUATES



## Teaching - Courses offered in Relation to SDG 8

There are 19-courses offered at both undergraduate and postgraduate levels at the University related to SDG 8.

- PML 103 : Principles of Management, Leadership & Sustainability
- PRE 106 : Principles of Economics
- HRH 305 : Human Resource Management in Healthcare Organizations
- ENT 307 : Entrepreneurship: Disruptive Innovation and New Business Models in Healthcare
- OPM 311 : Operation Management in the Health Industry
- EBH 301 : Evidence-Based Management in Healthcare
- INT 501 : Health Economics & Policy Evaluation
- INT 501 : Healthcare Policy, Managing Government & Public Health Authority
- MCH 410 : Management of Change in the Healthcare Industry
- CMB 410 : Claim Management and Business Relationship with Providers
- HME 601 : Health Systems and Global Health
- HME 602 : Managing Healthcare Organizations
- HME 604 : Health Economics
- HME 614 : Management Information Systems in the Health Industry
- HME 606 : Operation Management in the Health Industry
- HME 607 : Managing People at Work (Human Resource Management) & Leadership
- HME 608 : Financial Management in Healthcare Organizations
- HME 613 : Strategic Management: Social Responsibility, Ethics & Governance
- STM 404 : Strategic Management, Social Responsibility, Ethics & Governance
- EIS 101 : Entrepreneurship, Innovation and Sustainability



Browse the course inventory at:

[GMU PG Program Catalogue-Page](#)

[162GMU UG Program Catalogue-](#)

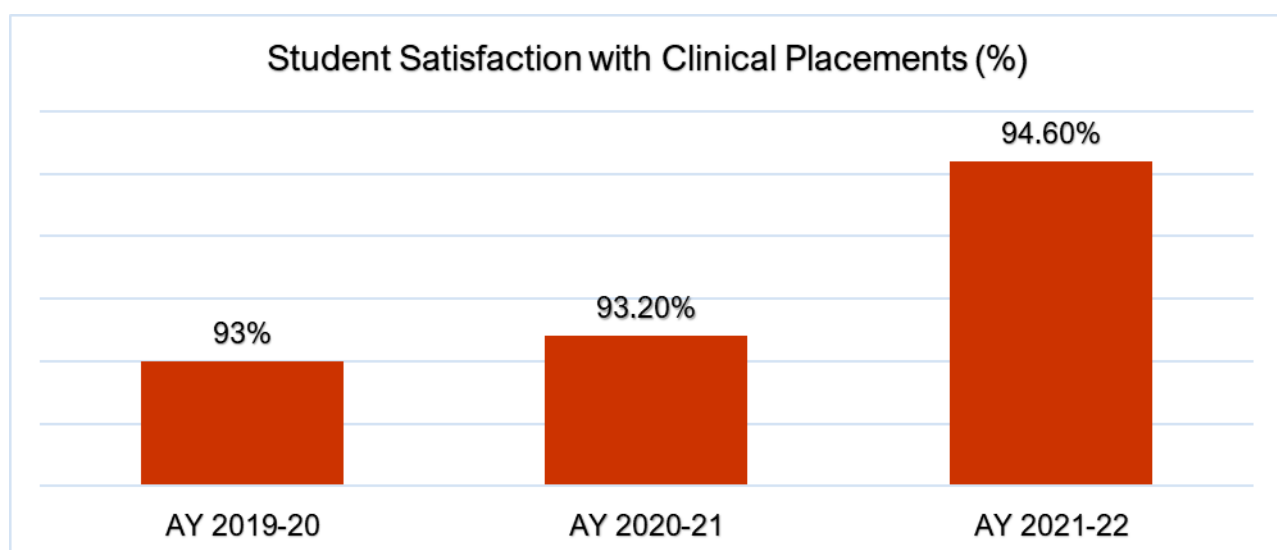
[Page 374](#)

## Students Work Placements

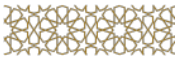
GMU provides experiential learning by posting them to clinics or hospitals across UAE and outside UAE. During such trainings students are trained to acquire the knowledge, skills and competencies needed to function as an independent medical (general) practitioner and to facilitate entry into postgraduate medical education. Students are posted to hospitals or clinics approved by the Ministry of Health and Prevention (MoH) including its own Teaching Hospitals approved for internship training. The aims of such training program are to:

- Provide 'on-the-job' experience under close supervision
- Provide opportunities to attain appropriate higher skills and competencies before entering the workplace as a basic doctor
- Provide an insight into the practice of the chosen profession
- Serve as a strong motivating factor for the learner to continue and specialize further in any chosen field
- Provide a crucial operation link between the educational program and postgraduate training and Continuous Professional Development in the continuum of medical education

The graph below shows the trend over three years for the satisfaction rate of students with the clinical experience and experiential learning. It has been observed that the satisfaction rate achieved is consistently above the benchmark of 85%.

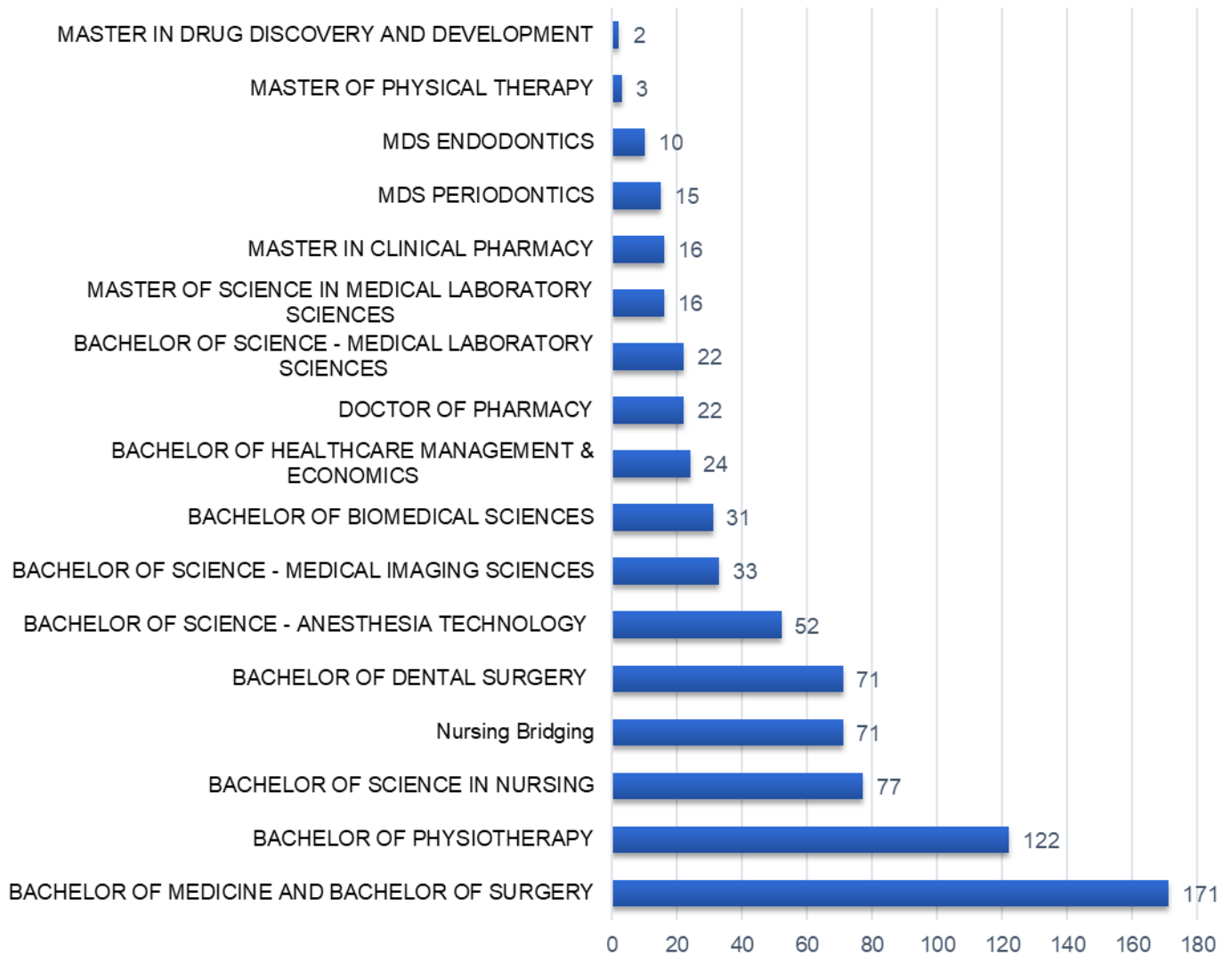


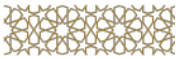
The graphs below highlight, the classification of students by program, gender, nationality, residency and degree levels who were provided with the opportunities of work placements with different hospitals,



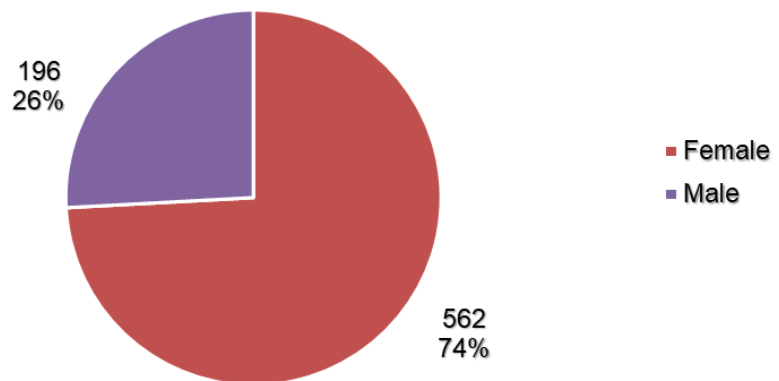
clinics, labs, etc.

### Student Placements in Clinical Settings for gaining workplace experiences.

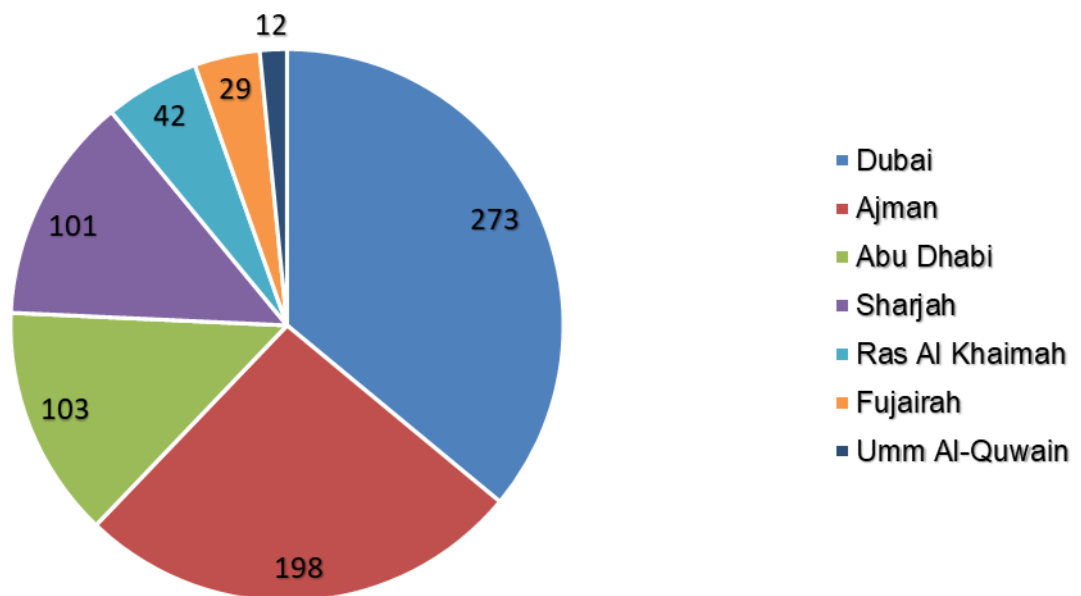


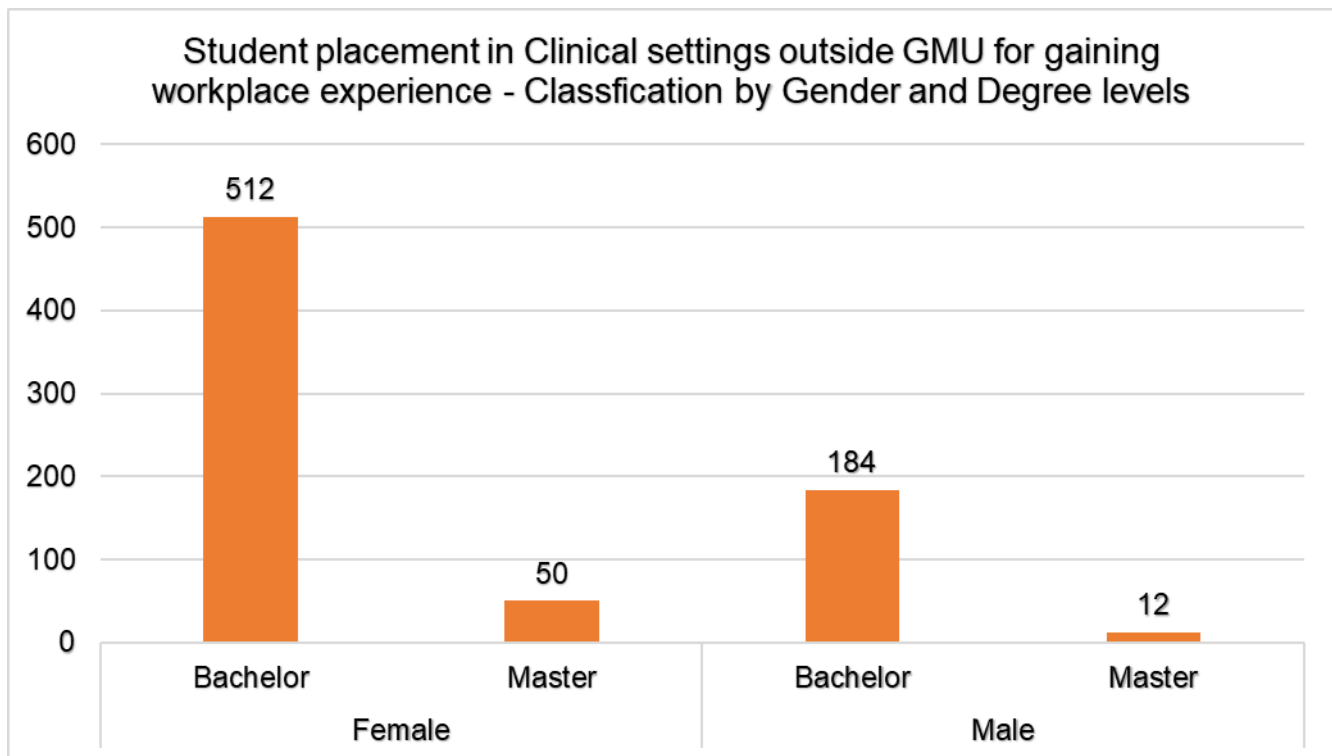
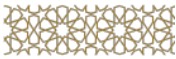


Student Placements in clinical settings for gaining workplace experience - Classification by Gender



Student placements in clinical settings outside University for gaining workplace experience - Classification by Student Residency





Paid Internship/work placement for 4th Year Undergraduate Healthcare management and economics Students with Colliers International Internships are a great way to get hands-on experience as well as a chance to network in the professional world. In this pursuit, three 4th year students of the Bachelor of Science in Healthcare Management and Economics (BSc. HME) program offered by the College of Healthcare Management and Economics successfully earned an opportunity for Paid Internship with Colliers International. Colliers is a Canada-based leading diversified professional services and investment management company. It has a presence in 63 countries with approximately 17,000 employees.





## GMU program internships for graduated students.

Further, GMU offers following internship programs outside the regular study plan across different specializations. All internships take place at GMU academic teaching hospitals approved by Ministry of Health UAE.

- Medical Internship Program
- Dental Internship Program
- Physiotherapy Internship Program
- Medical Laboratory Sciences Internship Program
- Medical Imaging Internship Program
- Anesthesia Technology Internship Program
- Nursing Internship Program
- Pharmacy Internship Program

The internships are carried out at the following hospitals:

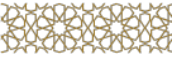
- Mafraq Hospital
- Thumbay Hospital Ajman
- Thumbay University Hospital
- Sheikh Shakhbout Medical City Abu Dhabi.
- Thumbay Dental Hospital
- Thumbay Physical Therapy & Rehabilitation Hospital
- GMU, Thumbay Laboratory

Internship Programs offered by GMU across different specialities	Classification by Gender		Classification by GMU & Outside students		Total
	Female	Male	GMU Students	Outside Students	
Anaesthesia Technology	6		6		6
Dental	40	29	53	16	69
Medical	16	4	12	8	20
Medical Laboratory Sciences	1		1		1
Physiotherapy	7		7		7
<b>Total</b>	<b>70</b>	<b>33</b>	<b>79</b>	<b>24</b>	<b>103</b>

Figure 1: Internship Programs offered by GMU across different specialties - Classification by gender

Internship Programs offered by GMU across different specialities	African	Asian	GCC	Other Arabs	Others	UAE	Total
Anaesthesia Technology	1	5					6
Dental	8	40	3	9	9		69
Medical	2	14	1		2	1	20
Medical Laboratory Sciences				1			1
Physiotherapy		7					7
<b>Total</b>	<b>11</b>	<b>66</b>	<b>4</b>	<b>10</b>	<b>11</b>	<b>1</b>	<b>103</b>

Figure 2: Internship Programs offered by GMU across different specialties - Classification by ethnicities

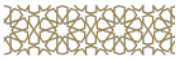


## GMU Contributions and Achievements Towards SDG 8

Participation in the below awards helped GMU in process review and refinements consequently improving effectiveness and efficiency. It also led to measuring the quality standards in all GMU processes and services while nurturing the organization's stated vision. It helped GMU to optimize its performance and establish a culture of achievement, driving sustained growth.

Overall, GMU has strengthened its approach of continual improvement with a focus on our current practices and stakeholder perceptions. The below achievements display a commitment from the top management to achieve excellence in all areas of university operations. The feedback provided by the awarding agencies helped GMU to benchmark against its strategic partners and is a vital input to improve.



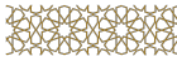


## Research and Development: Zebra Fish Facility at Gulf Medical University

Thumbay Research Institute for Precision Medicine (TRIPM) at Gulf Medical University inaugurated Zebrafish Facility For Cancer Research In Association With Sheikh Hamdan Bin Rashid Al Maktoum Award For Medical Sciences

It's a Landmark Achievement for the United Arab Emirates in the Field of research. Gulf Medical University Will participate in advance research programs through this facility. The facility is the second Zebrafish facility in the United Arab Emirates. Zebrafish has emerged as a versatile tool for modeling many human diseases especially cancer. They are easy and inexpensive to grow and maintain in a lab environment. What makes this animal model superior to other models is its unique transparency in early embryo-larva stage of development. This allows for easy genetic manipulation and even transplantation of human cancer cells to better study cancer behavior in real-time. This animal model has gained traction in the fields of cancer biology, drug discovery, and immunotherapy.





## GMU Alumni

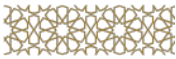
Gulf Medical University hosted “GMU Global Alumni Summit”: 24 awards were bestowed under three categories of leadership, research and community service. 24 Alumni from across the world recognized for their significant contributions to healthcare sector.

GMU Alumni comprises of over 2500 health professions graduate from 90 nationalities with 11% of them being UAE nationals. From consultant physicians in public hospitals to successful private practitioners, being employed as faculty in reputed universities including GMU to being avid researchers and entrepreneurs, COO’s to CEO’s of healthcare establishments, many have successfully left their footprint across the globe. Among them are a number of Emirati medical practitioners who have made a mark in many UAE hospitals, helping the country advance towards its healthcare goals. Many nationals are occupying important positions in the Ministry capable of influencing policy decisions in the country. About 40 GMU graduates are currently employed within the Thumbay Group and 136 are undergoing internship in our own MOH-approved healthcare facilities. GMU’s alumni now has 60% females and 40% male graduates, with UAE nationals constituting 11% of the alumni, GCC nationals 7%, other Arabs 14%, Asians 44%, Africans 16% and other nationals 10%.



## Contribution to Training and Development of Nurses

College of Nursing, Gulf Medical University will be conducting a 2 day ‘Preceptorship Development Program’ for 200 nurses of Emirates Health Services to cater to the needs of senior nurses in UAE. The aim of this program is to equip senior nurses to hand hold and guide newly qualified graduate nurses and students as they learn to practice their profession in the clinical areas. In the long run the impact of this program will be seen in both the preceptors and preceptees. The competencies of preceptees will improve and thus enhance overall quality of patient care. College of Nursing, GMU will host this Preceptorship Development Program over eight weeks for 240 nurses from EHS & GMU (Thumbay



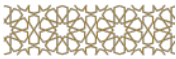
Hospitals). The program consists of presentations, discussions, sharing of experiences, videos, exercises & reflections. The exercises are in the form of case scenarios, reflections, games, quizzes and brain storming activity which enhances interaction & sharing experiences among participants. Pre-test will be conducted on Day 1 and Post-test on Day 10 to assess knowledge and perception and at 6 months assessment post training to assess competency. The sessions will be taken by College of Nursing faculty, Group CNO, Thumbay Health Divisions, and faculty from other colleges of GMU, College of Medicine, College of Dentistry & College of Pharmacy, in order to have inputs from senior faculty and enhance Interprofessional education.



## Training & Development in Medical Imaging Sciences

Gulf Medical University (GMU) has signed an MOU with International Radiology Center (IRC) for education and training in imaging sciences in the UAE. The agreement will provide students with training opportunities at IRC through short term courses, workshops, diplomas and post graduate studies in imaging sciences. It is an excellent strategic partnership which will contribute to the growth of quality radiology services in the UAE. The community will benefit from special screening services offered by IRC. IRC is a leading imaging centre in the UAE and Middle East.





## Transforming Health professionals' education in universities

The World Health Organization Director-General, Tedros Adhanom, and WHO Regional Director for the Eastern Mediterranean, Dr. Ahmed Al Mandhari, congratulate Prof. Hossam Hamdy, Chancellor of Gulf Medical University, UAE on being the first recipient of the Health Worker Recognition Award under the category of Medical Education for his contributions to transforming Health professionals' education in universities in Bahrain, Egypt, Lebanon, Qatar and the UAE.

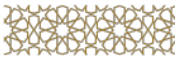


Prof. Hossam Hamdy, Chancellor of Gulf Medical University has also been awarded Honorary Fellow Of AMEE (FAMEE) – An International Association For Medical Education In Europe-2021

This award is prestigious and bestowed upon him to honour his outstanding contribution in field of Medical Education. This award was given to him for his outstanding academic contributions, have had significant impact upon medical and health professions education, his leadership and societal impact, have provided great support for medical and health professions education, or have created opportunities and fostered innovation in the Institution, region or country for the advancement of medical and health professions education.

The future of Health professions is very bright, the systems of healthcare are changing rapidly, the technology is changing rapidly, the health professionals should be trained to work in the new world of healthcare practice which will be highly enabled by Technology, Preparing the future graduates in using technology is becoming an important component of Health professions education. Dealing with human beings need a professional to be empathetic and needs to understand the fear of the patient and his family, they need to have good communication skills and to understand the needs of the patient. Hoping to see a more Health and Safe world in the future.





## University accommodated Indian students returning from Ukraine

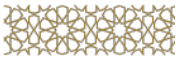
Offering a major relief to Indian medical students displaced from Ukrainian universities, the Gulf Medical University (GMU) accommodated the displaced students with free seats and scholarship based on merit criteria and admission policies of the University. This effort aims to ensure that the education is not interrupted for students who are affected. The initiative aims to offer free seats and scholarship support to displaced students from Ukraine, ensuring an opportunity to pursue education at GMU upon fulfilling the merit criteria and admission policies. Recognizing these students as vital contributors to the future of healthcare delivery, GMU would like to focus on ensuring that there is no gap in their education.



## Research on Cost Analysis of COVID 19 Vaccine

GMU's student Meena Hafidh has presented a costing analysis of COVID Vaccines. The research concluded that the Oxford-AstraZeneca vaccine is said to be the most affordable vaccine out there while on the other hand Moderna vaccine price range is much higher than the other vaccines.





## Budget Impact Analysis: Introducing a New Pharmacy Service

On March 14, 2022, Dr. Dixon Thomas presented current situation of pharmacy-based vaccination in the UAE at an International Pharmaceutical Federation (FIP) digital event on enabling multi-professional vaccine prescribing administration for improved uptake rates; eastern Mediterranean region.

**ENABLING MULTIPROFESSIONAL VACCINE PRESCRIBING AND ADMINISTRATION FOR IMPROVED UPTAKE RATES: EASTERN MEDITERRANEAN REGION**

14 MARCH 2022 | 10:00 - 11:30 CET

**CO-MODERATOR SAMIRA SHAMMAS**  
FIP Vice president, Jordan

**CO-MODERATOR JORGE BATISTA**  
International Affairs  
Portuguese Pharmaceutical Society

**MAHA BASHEER AL JAGHBEER**  
Director of Laboratories directorate  
Jordan Food and Drug Administration

**DIXON THOMAS**  
Associate Professor  
College of Pharmacy, Gulf Medical University

**NADIA AL MAZROUEI**  
President  
EMRO Pharm Forum, UAE

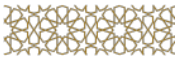
**PASCALE SALAMEH**  
Chair of the Scientific Committee  
Lebanese Order of Pharmacists

**fip** ADVANCING PHARMACY WORLDWIDE

**gsk**

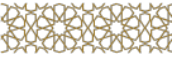
## Contribution to Waterfalls Initiative for Continuous Education from UAE to the World

GMU received recognition for their contribution to Waterfalls Initiative for Continuous Education from UAE to the World. The Ceremony was held to appreciate the personalities who contributed to the success of the Waterfalls Initiative that delivers continuous education for One Million Two Hundred Ninety-Nine Thousand and Six Hundred Sixty Seven (1,299,667 till date) health care professionals from 197 countries around the world that supported the front-liners across all medical and humanitarian fields through accredited and specialized online education presented by well-renowned local and international speakers and lecturers. Waterfalls highly believe that health and medical professionals are national assets in each country, and they must be appreciated and empowered especially in the difficult times during the Covid-19 pandemic.



## Research Towards SDG 8

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- Rana, S., Verma, S., Haque, M.M. and Ahmed, G. (2021), "Conceptualizing international positioning strategies for Indian higher education institutions", Review of International Business and Strategy, Vol. ahead-of-print No. ahead-of- print. <https://doi.org/10.1108/RIBS-07-2021-0105>, [Link](#)
- Rana, S., Singh, A. K., Singhania, S., Verma, S., & Haque, M. M. (2021). Revisiting the Factors Influencing Teaching Choice Framework: Exploring What Fits with Virtual Teaching. Global Business Review, 09721509211015369. [Link](#)
- Rana, S., & Haque, M. M. (2020). The Indian Economy: Critical Factors and Constraints of Economic Development. Vol. 9 (4). 237-238 [Link](#)
- Paul, P., Mukherjee, P. M., & Haque, M. M. (2019). Cost Volume Profit analysis and the Dance Class Business. Journal of Services Research, 19(2), 31-42.
- Maheshwari, N., & Haque, M. M. (2020). A role of competency-based recruitment screening: a case study on Indian manufacturing unit. International Journal of Indian



Culture and Business Management, 20(4), 467-487. [Link](#)

- Books: Doing Business in Emerging Markets: Progress and Promises, Routledge, Taylor and Francis Rana, Sudhir and Shrivastava, Avinash [Link](#)



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