

Research in a Tertiary Care Centre - SWOT Analysis

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Abstract

Research being considered as major criteria nowadays for institutional upgradation and promotion for teaching faculties of health and allied health sciences amongst tertiary care centres throughout the country. MCI regulations from the recent past of 2018 with elimination of predatory journals and emphasis on indexing status of journals with UGC-CARE consortium threw a light on indexing agencies on publications, type of articles and guidelines of authorship but still persistence of confusion exists among teachers till date on publishing an article. Teaching places utilise this area of confusion thereby keeping the faculties under immense pressure and burden towards their growth in career.

Keywords: SWOT (Strength, Weakness, Opportunity and Threat); Research; Academic Promotion; Teaching Faculty; Tertiary Care Centre and Teaching Institution

Introduction

Research need resources with self-thinking brains of potential power to formulate hypothetical work, accumulate findings with statistical application on scientific data. As of to present scenario, Faculties with only high age number in teaching centres without publication experiences till date occupy chairs of high command and cultivate a psychological stress to their younger colleagues and upcoming generations making their life miserable besides running the race to the need of hour. Lack of eligibility and experience on current MCI requirements for teaching faculties with only high age number were a potential threat to institution and as well as working culture.

New era of indexing for research and publications

It was started in July 2009 by Medical Council of India (MCI) with defining of minimum number of publications in indexed/national journal along with teaching experience [1]. Subsequently, MCI defined the publication requirement in December 2009 and November 2010 in regards to authors to be considered and journal of national/representative association [2,3]. In September 2015,

more clarification on publication criteria for promotion of teaching faculty of medical colleges in India was issued by MCI [4]. According to this clarification, a scientific manuscript meeting following criteria of indexing agencies (Scopus, PubMed, Medline, Embase/Excerpta Medica, Index Medicus and Index Copernicus), types of articles (Original research articles), published by National/International journal society or subject association, authorship (First and second author; then, updated as first and corresponding author) and no E-journals (only print journals) should be considered into the account for promotion of a medical teacher. After this clarification, medical colleges of India started following it while giving new appointment or promotion. MCI must have decided considering publication to promote the research activities and provided the criteria to improve upon quality of research in medical colleges. Mandatory publication for promotion has led to scientific misconduct. The provided criteria have increased the number of publications. However, several issues have been highlighted by many critics. It has raised issues of predatory journals, confrontation between authors, discouragement of multidisciplinary research work, not considering reputed E- journals, no clear cut demarcation between

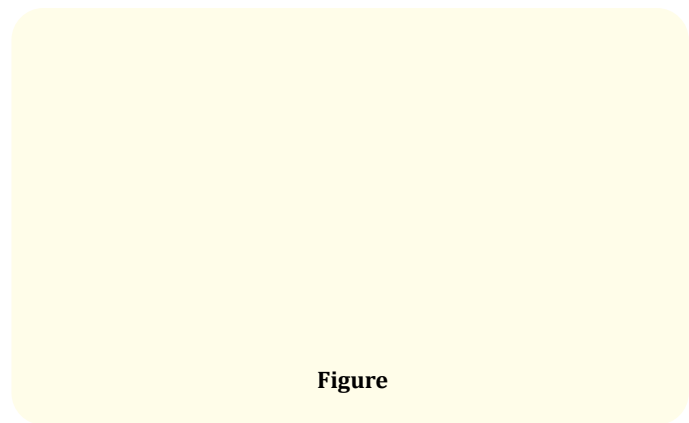
National and International journal, and questionable comparison between two research papers [5-9].

SWOT analysis

Tool used for strategic planning and strategic management in organizations/Institutions used effectively to build organised and competitive strategy towards implementation of requirements like NIRF ranking, NABH accreditation and Research promotion. In accordance with the systematic approach and interaction with their environments and consist of various sub-systems. In this sense, an institution exists in two environments, one being in itself and the other being outside [10]. It is a necessity to analyse these environments for strategic management practices towards research activities and indexed publication.

SWOT analysis has two dimensions - Internal and external. Internal dimension includes organizational factors also strengths and weaknesses whereas external dimension includes environmental factors, also opportunities towards research promotional activities and threat over employee job security. Henceforth, SWOT implementation towards research promotion in teaching institu-

tions amongst teaching faculties requires strategic stress free approach with meaningful resources of manpower, structural assets and instruments, standardised cadaver and animal labs, ethics committee with sensible personnel, less time consuming approvals with online submissions moreover with utmost importance is the financial assistance from the host institution to support teaching faculties in achieving future goals and objectives towards research publications.



Figure

Strength	Weakness
<ul style="list-style-type: none"> • Infrastructure facilities/in-campus activities/instrumentation availability • Environment facilities and adequate resources with round the clock power and water supply with accommodation • Faculty research promotion committee/ethics committee/research facility • Library facilities with online free journals • Research facility • Medical education unit/Faculty development programme 	<ul style="list-style-type: none"> • Senior faculties with lack of experience towards research and publications occupying high command positions with zero self-effort towards research activity. • Self demands and pressurisation on younger faculties for authorship from senior colleagues without assistance • Non allotment of funds towards indexed publications for faculties from host institutions • Profit oriented and OP/IP census based objective of HRD department towards research and teaching faculties • Self-centered motives with focus only on institution ranking • Considering medical research belong to one particular discipline only • Lack of encouragement for Research on inter/intra disciplinary nature • No clarity of information/guidance of host institution committees on publications based on multidisciplinary work. • No clarity on categorization of national or international journal • Confrontations between researchers for authorship number • No difference in giving credit to the researcher having publication in high and low impact factor journals. • Frequent changes in MCI promotion criteria with less information on indexed journals to be considered across various disciplines.

Table 1

Opportunities	Threat
<ul style="list-style-type: none"> • Central research facility • Grants allocation • Separate space to work on research motives, ideas and discussion • Interdepartmental collaboration • Funded projects and other institutions collaborations • PhD fulltime and part-time courses 	<ul style="list-style-type: none"> • Psychological and emotional stress towards publications without guidance and financial assistance from host institution • Non recognition of work-efforts and timely help to teaching faculties on frequent MCI circulars. • Pressurising junior faculties besides overdoing of clinical and covid work • Chronic employment of elder brains outlying the race with lack of research interest • Changing Indexing status of journals.

Table 2

Recommendations

1. To provide the list of approved journal/list of predatory journal to be avoided/ ensure mechanism to check predatory journal.
2. Ensure proper research facilities at each institute (e.g. funds, computerised medical records of patients).
3. Make compulsory publications as a continuous process irrespective of academic position.
4. Provide incentives to faculties doing research and on-time promotions instead of mandatory publications.
5. Frequent communication with MCI on Research activities and faculty promotions.
6. Do not take the pride of self induced faculty achievements without providing adequate support.
7. Stop forcing to work outside areas of interest to full-fill the target.
8. Subject specific journal: Remove such provision or define meaning of subject specific journal considering multidisciplinary and medical education research.
9. Electronic versus print version of journal: Remove this criterion.
10. National vs International journal: Remove such demarcation or define criteria on which journal to be considered as international or demarcate journal based on impact factor.
11. Journal indexation: Consider only Medline/ PubMed indexation and/or remove Index Copernicus.
12. Transparent and non biased eligibility based system of promotion of teaching faculties.
13. Use university Grant Commission (UGC) scoring pattern of research.
14. Promotion criteria to be based on years of experience in academic positions only with relaxation of 1 or 2 years for publications.
15. Keep promotion exam instead of publications only.
16. Prevent Step-motherly behaviour towards host favourable, non-eligible faculties from capable skill-oriented, ethical practising faculties.

Conclusion

- Research need resources with fresh minds of interest, with collective guidance and support.
- Mentoring is different from Mastering, to be understood by senior colleagues.
- Placing of elder faculties for chronic duration with no experience or interest towards publication is a disaster.
- Research Committee of institution should create guided pathway to be feasible, accessible, funding support and indexed journal metrics for each discipline to promote and encourage interest for teaching faculties towards research publication.

Conflict of Interest

Nil.

Funding

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