



7 January,  
2025



COMPLEXE HOSPITALO-UNIVERSITAIRE  
«LE BON SAMARITAIN»  
WALIA N'DJAMÉNA (TCHAD)  
FACULTÉ PRIVÉE DE MÉDECINE DE WALIA  
(FPMW)

# Three-year Operational Plan

for the CHU-FPMW Medical School  
2025-2027  
(POT-25)

Presented by

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# What is a Three-year Operational Plan (OPT)

A three-year operational plan is a strategic document that sets out concrete objectives to be achieved over three years, in line with the faculty's vision, mission and priorities.



The POT consists of seven (7) programs identified based on the CHU-BS 2025-2034 Strategic Plan.

For each program, the activities to be implemented, along with the indicators for achieving the set objectives, have been outlined.

The POT also serves as a basis for estimating the budget for 2025-2027.



# Programs and activities





# Programs and activities: Education

## Program 1

Strengthening and improving academic governance

- Activity 1:** *Strengthening teaching skills of the academic staff and promote their inclusion in the CAMES aptitude lists.*
- Activity 2:** *Sustainable scholarship system*  
Establish a sustainable and rewarding scholarship system to support deserving students and ensure accessibility to higher education.
- Activity 3:** *Launching a new program*  
Establish a Bachelor's degree in Cellular and Molecular Biology in Chad, providing specialized training for individuals involved in medical innovation.



Photo by Richard Lord for Fogarty/NIH

# Programs and activities: Networking

## Program 1

Strengthening and improving academic governance

### Activity 4: Strengthening collaborations

- with national and international faculties of Medicine and Biomedical Sciences.
- with the Catholic and Jesuit university networks.

### Activity 5: Enhancing professional training and integration

Ensure quality hospital and field placements to improve job readiness. Implement and regulate the student-worker concept.

### Activity 6: Pastoral activities & formation

Foster spiritual growth, community service, and personal development through social justice programs and service-learning, aligned with Jesuit values.





# Programs and activities: Digitalization

## Program 1

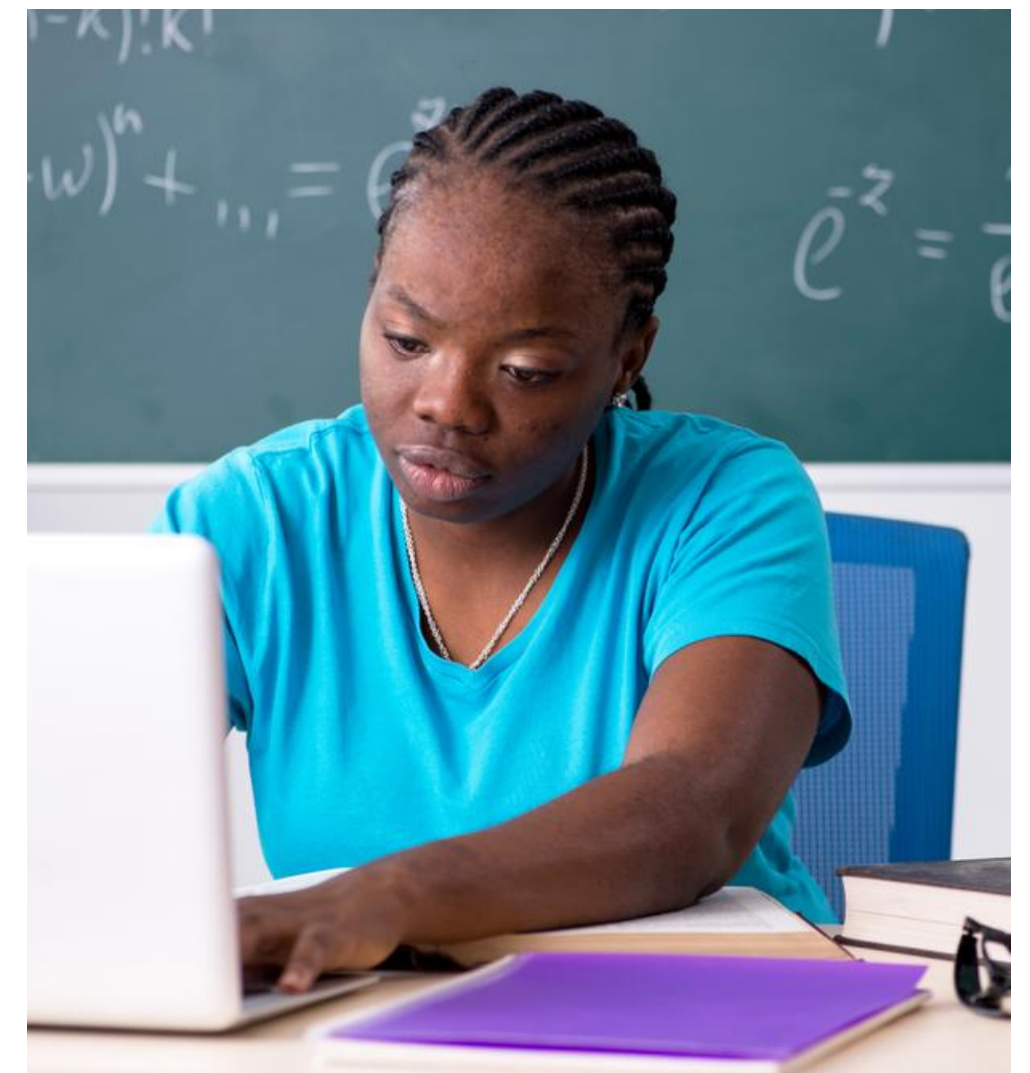
Strengthening and improving academic governance

### Activity 7: Digital academic services & online learning platforms

- Maintain a website for digitized academic services and teaching.
- Develop a platform for enrollment, grade management, and student progress tracking.
- Implement an online course platform for distance learning.

### Activity 6: Accreditation and quality assurance

Ensure CHU-BS training aligns with national and international standards through CIDMEF and CAMES accreditation.



# Programs and activities: Infrastructure

## Program 2

Strengthening and maintaining infrastructure and equipment

### Activity 1: Library renovation

Renovate the traditional and digital library, including the terrace area of the Faculty

### Activity 2: Laboratory and classroom conversion

Restructure the 'Lavandière and Restaurant' areas into a Biomedical Sciences lab and classroom, with new laboratory equipment for practical work and research.

### Activity 3: Workspace improvement

Enhance the comfort, accessibility, and functionality of work areas to better serve students and faculty.





# Programs and activities:

## Program 3 Administration

Strengthening and improving administrative and financial governance

### Activity 1: Personnel management system

Implement administrative management standards with a digitized procedure manual.

### Activity 2: Governance & staff efficiency training

- Provide training for CHU-BS academic and administrative leaders in university governance.
- Train administrative and support staff in organizational methods and work efficiency.

### Activity 4: Financial & administrative optimization

Enhance the Faculty's financial and administrative management through ongoing training in project management, financial analysis, and transparency for administrative leaders.





# Programs and activities: Community

## Program 4

Strengthening and improving social governance



### Activity 1: Psychological support

Develop listening and psychological support services for students and staff.

### Activity 2: Student catering

Provide student catering with an equipped container and an external service company, overseen by a price/quality control committee from the Medical Students' Union.

### Activity 3: Leisure and recreation

Establish leisure centers and activities, with dedicated spaces for sports, culture, and the arts

### Activity 4: Social assistance programs

Strengthen social support through targeted scholarships and aid for staff, students, and the local community, including provisions for people with disabilities.

# Programs and activities: Research

## Program 5

Promoting innovative and responsible research, development support and cooperation

### Activity 1: Research support fund

Establish a fund to support competitive in-house projects and promote the publication of research findings.

### Activity 2: Laboratory security & expansion

Enhance security for the LAGET platform and its immunology and molecular biology labs, while creating a new Cytology and Haematology Laboratory.

### Activity 3: Staff capacity building

Strengthen staff skills in drafting projects and securing funding opportunities.





# Programs and activities: Visibility

## Program 5

Promoting innovative and responsible research, development support and cooperation

### Activity 4: Partnership expansion & mobility

Strengthen existing partnerships and seek new collaborations in key development areas in Chad, while promoting mobility for teachers and students to partner universities.

### Activity 5: Scientific visibility

Enhance CHU-BS's scientific presence by organizing and participating in conferences, seminars, and symposia.

### Activity 6: Scientific publishing house

Establish a publishing house for the dissemination of dissertations, theses, and clinical/scientific research from CHU-BS.



# Programs and activities: Outreach

## Program 5

Promoting innovative and responsible research, development support and cooperation

### Activity 7: Community outreach & research promotion

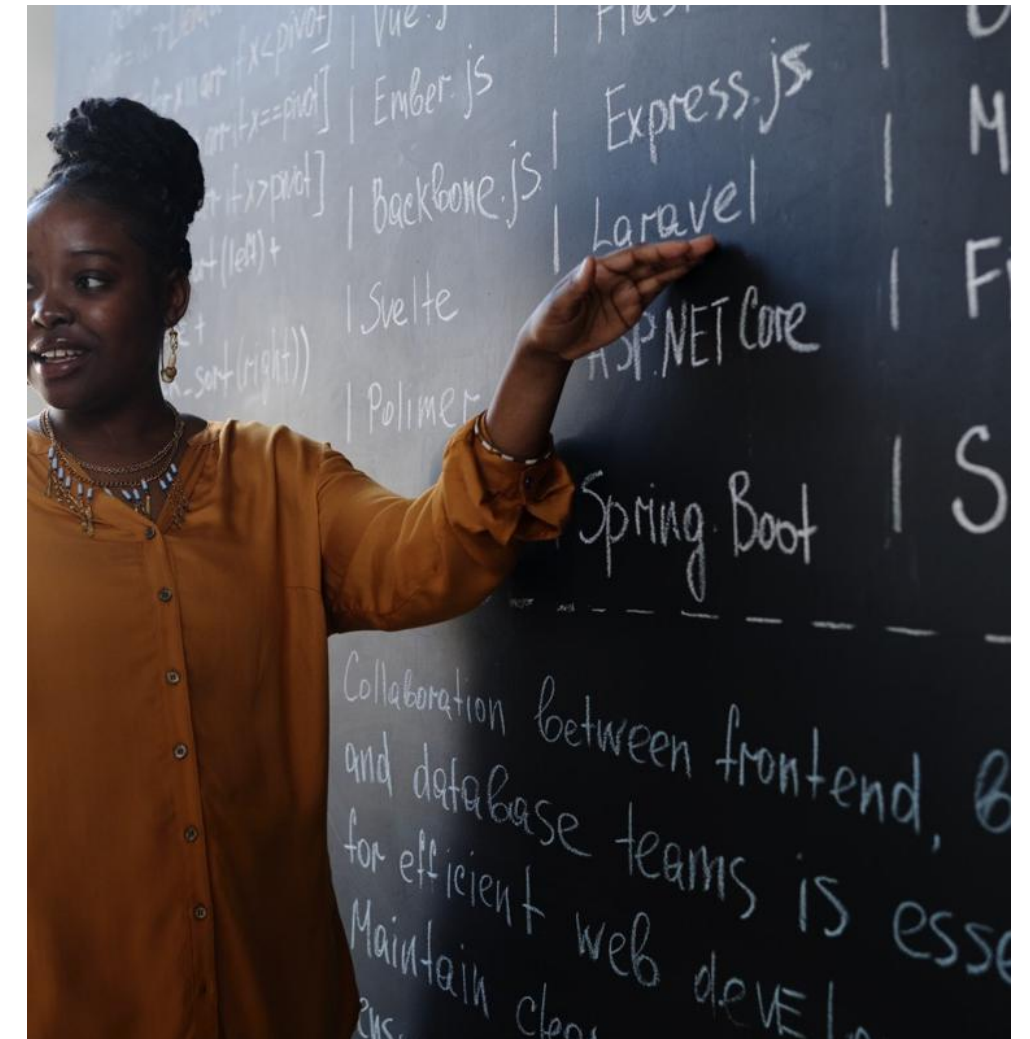
Organize CHU-BS interventions in decentralised communities and local authorities to promote research outcomes at the local and national levels.

### Activity 8: Research performance bonus

Introduce a 'Research' performance bonus to incentivize Faculty staff contributions to research.

### Activity 9: Inter-university collaborative platform

Develop a platform for research and teaching collaboration, providing access to scientific databases and sharing educational resources among partner universities.





# Programs and activities:

# Program 6 Entrepreneurship

Promoting innovation, entrepreneurship  
and sustainable development

## Activity 1: Business incubator

Establish a business incubator to support students' entrepreneurial projects, helping them launch start-ups in areas like nutraceuticals and bioinformatics.

## Activity 2: Entrepreneurship & innovation training

Provide training in entrepreneurship, innovation, and green skills for staff and students through cross-disciplinary modules.

### Activity 3: Sustainable Development Initiatives

Launch programs to address climate change impacts, focusing on Chari flooding, waste management, reforestation, and the maintenance of green spaces.

## Activity 4: Sustainability Awareness Campaigns

Run awareness campaigns in local schools to highlight the importance of sustainable development.



# Programs and activities: NO conflict

## Program 7

Producing actions for peace and social responsibility



### Activity 1: Peace & citizenship education

Offer programs on peace, conflict resolution, citizen science, and responsible research and innovation.

### Activity 2: Community engagement & volunteering

Encourage student and staff participation in volunteer activities and social actions, such as establishing a Blood Donation Association.

### Activity 3: Social justice awareness

Collaborate with civil society organizations to raise awareness of social justice, equal opportunities, and community development among students and staff.

### Activity 4: Spiritual life development

Strengthen and nurture spiritual life within the university community.



# THANK YOU for your attention



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