



ACADEMY OF HEALTH PROFESSIONS EDUCATORS

PREPARED BY

AHPE Secretariat
in consultation
with
the AHPE
President,
Executive
Committee,
Trustees,
Past Presidents
and
AHPE members

AHPE VISION PLAN 2025–2030

TRANSFORMING HEALTH PROFESSIONS EDUCATION IN INDIA

Transforming Health Professions Education in India - AHPE Vision Plan 2025–2030

Prepared by: AHPE Secretariat in collaboration with the AHPE President, Secretary,
Executive Committee, Trustees, Past Presidents, and dedicated AHPE members

From Learning to Leadership — Building the Future of Health Professions Education

**Empowering Educators. Transforming Systems. Advancing
Health.**

The Academy of Health Professions Education (AHPE) envisions a future where educators are empowered, institutions are inspired, and systems are transformed through collaboration, innovation, and integrity. Together, we build the next generation of health professions education—inclusive, evidence-informed, and globally relevant.

Academy of Health Professions Education India

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Developed through a collaborative process led by the AHPE Secretariat, with conceptual guidance by the President, active collaboration and coordination by the Secretary, and valuable inputs from the Executive Committee, Trustees, Past Presidents, and dedicated AHPE members.

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Transforming Health Professions Education in India - AHPE Vision and Implementation Plan 2025–2030

Background

The Academy of Health Professions Education (AHPE) was founded to elevate teaching, learning, assessment, research, and leadership across health professions in India and beyond. Guided by the values of excellence, innovation, inclusivity and diversity, and compassion, AHPE has catalysed faculty development, curriculum innovation, and educational scholarship over the past decade. Rapid technological change, competency-based education reforms, and growing global interdependence require a renewed, system-level strategy to prepare educators and institutions for the next decade. This five-year vision (2025–2030) represents a consensus-driven plan to strengthen capacity, accelerate evidence-based practice, and scale inclusive, sustainable innovation in health professions education.

Process adopted

The AHPE Vision document was developed through a collaborative, consultative, and iterative process led by the AHPE Secretariat in close coordination with the AHPE President, Executive Committee, Trustees, Past Presidents, and members. The process began with a comprehensive survey circulated to all AHPE members to gather diverse perspectives, priorities, and aspirations for the future of the organisation. Insights from this survey were then reviewed and discussed in a focused consultative meeting of the Executive Committee, where key themes and strategic directions were identified. To further broaden engagement and ensure inclusivity, these emerging ideas were shared with the wider membership through an edition of the AHPE Dialogue platform, inviting feedback, reflections, and suggestions. This open dialogue allowed for deeper exploration of member expectations and alignment with AHPE's evolving role in health professions education. Based on the collective input, the draft vision document underwent three rounds of structured iteration, incorporating feedback at each stage to refine language, clarify focus areas, and ensure shared ownership. The final version represents a consensus-driven roadmap that reflects the collective wisdom, values, and aspirations of the AHPE community. This inclusive and transparent process underscores AHPE's commitment to participatory governance and strategic clarity in shaping its future.

Value driven vision

AHPE's values define how we work, decide, and partner; they shape our strategic priorities and the behaviours we expect within our community. Each value below is accompanied by the practical actions AHPE will take to embed it across programs, governance, and partnerships.

1. Excellence through quality

AHPE commits to measurable excellence in teaching, assessment, research, and leadership.

Action: Strategically, we will clearly articulate standards and outcome metrics for all flagship activities, integrate competency-aligned evaluation into programs, and publish annual performance reports. Quality assurance mechanisms for all activities will include building peer review for resources, curricula and programs, participant outcome measurement for trainings, and transparent reporting of research to drive continuous improvement.

2. Research & Innovation

AHPE champions creativity and timely adoption of emerging pedagogies and technologies including digital learning, simulation, AI-enabled tools, and competency-based education.

Action: We will operationalize innovation through funded pilots, a small grants window for experimental projects, and an annual “innovation sprint” (hackathon). Successful pilots will follow a clear scale-up pathway, resource repositories, and certificate curricula.

3. Equity, Inclusivity and Diversity

AHPE places equitable access, fairness and plural perspectives at the centre of its work.

Action: We will promote equity through subsidized membership tiers, regional hubs and hybrid delivery to bridge geographic divides, active recruitment of allied health and early-career educators, and use analytics to monitor equitable and inclusive representation across states, professions, gender and career stage. All resources and programs will be reviewed for cultural and contextual relevance, with priority given to indigenous and low-resource adaptations.

4. **Compassion**

Humanism and empathy underpins AHPE's educational design and community norms.

Action: We will incorporate person-centred teaching competencies into faculty training, promote reflective practice and wellbeing modules, and model compassionate mentorship in the Faculty Mentorship Network. Program design will prioritize and uphold respectful dialogue, psychological safety in learning environments, and curricula that foreground patient-centred values.

5. **Collaboration**

AHPE will operationalize collaboration through formal partnership frameworks, co-creation processes, and indicators of collective progress.

Action: We will develop a partnership framework to standardize MOUs, define shared governance for joint initiatives, and create exchange fellowships to embed cross-institutional learning. Special Interest Groups (SIGs) and institutional members will be encouraged to collaborate on research, resource sharing, and events to build enduring mutually beneficial alliances.

6. **Transparency and Accountability**

AHPE will continue to maintain transparent decision-making and clear accountability in resource allocation, program selection, and governance.

Action: We will publish clear criteria for grants and awards, keep governance minutes accessible where appropriate, and share progress on five-year goals publicly. Regular feedback and external reviews will sustain responsiveness and integrity.

7. **Contextual Relevance**

AHPE prioritizes resources and practices that are adaptable to India's diverse educational and clinical contexts.

Action: We will curate indigenous case libraries, prioritize research addressing national policy and practice gaps, and require contextual adaptation before wider dissemination. SIGs will play a leading role in localising global best practices.

8. Sustainability

AHPE will embed financial, operational and environmental sustainability into planning.

Action: We will ensure sustainability through diverse revenue streams, digital-first scalable programs and cost-effective operations. Multi-year budgeting and low-footprint events will support long-term continuity.,

Each of these values will be reflected in AHPE's governance charter, program design templates, membership benefits, and communication materials to ensure that values are not only stated but visible in every activity the Academy undertakes.

Goal and Objectives

Goal

To position AHPE as a globally respected thought leader and transformative force in health professions education by shaping how educators, institutions, and systems in India and beyond learn, lead, and innovate. AHPE will actively contribute to academic, clinical, public, and policy discourse to advance equitable, contextually relevant, and outcome-driven health professions education.

Objectives

1. **Strengthen Faculty Development Ecosystems** -Build sustainable faculty development ecosystems that foster alignment with population health needs, teaching excellence, assessment and educational leadership.
2. **Advance Educational Research and Policy Impact** -Promote rigorous, policy-relevant educational research and translation into evidence to support practice .
3. **Foster Communities of Practice** -Cultivate vibrant cross-disciplinary Special Interest Groups (SIGs) that enable collaboration, mentorship and innovation..
4. **Develop and Share Quality Learning Resources** -Create, curate, and disseminate high-quality, adaptable educational resources contextualized to diverse Indian and global settings.
5. **Strengthen Strategic and Global Collaborations** -Forge partnerships across institutions, professions, and borders for greater impact
6. **Create impactful platforms for dissemination and dialogue** -Expand the reach and influence of AHPE through conferences and symposia.
7. **Enhance Inclusion and Membership Diversity** -Broaden participation through inclusive membership models that engage allied health, early-career, and regional educators.
8. **Amplify AHPE's visibility and influence**

Position AHPE as a trusted advisor and convening force in academic, clinical, and public and policy domains in health.

Rationale for Emphasis on the Eight Focus Areas

Each focus area addresses an essential, interdependent capability required to transform health professions education at scale:

- Faculty skills and mentorship sustain teaching quality;
- SIGs concentrate expertise and accelerate innovation; research generates evidence to guide policy and practice;
- Educational resources and open repositories make good practice reusable;
- Collaborations multiply impact and resources;
- Conferences and dissemination build community and share innovations;
- membership growth secures reach and sustainability;
- Visibility amplifies influence and advocacy.

Prioritising all eight simultaneously ensures balanced growth across capacity, knowledge generation, resource availability, partnerships, and public influence.

1. Faculty Capacity Building

AHPE will operationalize faculty capacity building through a tiered, competency-aligned strategic approach that combines credentialing, mentorship, and continuous learning.

Key initiatives will be:

- Teaching Excellence Certificate Program with incremental micro-credentials in pedagogy and assessment.
- Regular hands-on workshops on active learning, feedback, and assessment literacy.
- A National Faculty Mentorship Network linking early-career educators with experienced mentors.

Digital delivery and regional hubs will ensure reach and scalability while quality is assured through standardized curricula, assessment of learning gains, and participant feedback loops. This integrated model will generate a pipeline of educators proficient in contemporary pedagogy and assessment and enable measurable improvements in teaching practice across partner institutions.

2. Special Interest Groups

AHPE will cultivate SIGs as purpose-built communities of practice using an enabling strategic framework

Key initiatives will be :

- Seed funding,
- Dedicated online collaboration spaces,
- Formal charters, and clear deliverables.

Initial SIGs (Assessment, Curriculum Design, Interprofessional Education, Digital Learning, Humanities) will receive administrative support to run focused projects, produce guidance documents, and host thematic events; Cross-SIG hackathons, joint proposals, annual reporting mechanisms

Outcomes :

AHPE's Special Interest Groups (SIGs) are designed to accelerate interdisciplinary solutions by bringing together focused expertise across domains. The outputs generated by these SIGs will directly inform and enrich AHPE's programs, tools, and resources. This integrated approach fosters faster diffusion of innovation, promotes collaborative learning, and ensures that the guidance offered to educators remains contextually relevant, practical, and responsive to the diverse needs of health professions education across India.

3. Educational Research

AHPE will strengthen educational research capacity through a demand-driven strategy that funds, mentors, and disseminates practice-focused inquiry.

Key initiatives will be:

- An annual Research Seed Grant program,
- Paired research coaching for novice investigators

AHPE will strengthen research capacity through biannual methodology workshops focused on mixed methods and implementation science. A phased launch of the open-access *Journal of Health Professions Education* will provide a dedicated platform for scholarly dissemination. To ensure research leads to meaningful curricular and policy impact, AHPE will offer metrics

guidance, data management support, and foster partnerships with institutions for embedded studies and contextual application.

Outcome: The strategic integration of funding, mentorship, and publication pathways will raise the quality, relevance, and impact of HPE research nationally.

4. Educational Resources

AHPE's resource strategy centers on creating a curated, scalable open-access repository managed by a peer-review workflow and guided by SIG priorities.

Key initiatives will be:

- An online portal that will feature modular tools, adaptable curricular templates, assessment instruments, and
- Indigenous case libraries
- Monthly "Resource Spotlights"
- Integration into certificate programs

AHPE will support development of a contributor onboarding process, editorial oversight, and analytics will maintain quality and inform continuous updates.

Outcome: This systematic approach will make high-quality, context-sensitive materials widely available and encourage iterative improvement through community feedback.

5. Collaborations

AHPE will pursue collaborations through a strategic partnership roadmap that prioritizes complementary institutions, professional bodies, and international networks for co-development and knowledge exchange.

Key initiatives will be: includes

- Signing phased MOUs,
- Co-designing joint programs and symposia,
- Embedding exchange fellowships, and
- Participating in global consortia on competency-based education and digital health.

AHPE will foster strong, sustainable collaborations through clear partnership governance, jointly defined key performance indicators (KPIs), and regular shared evaluations. This structured approach will promote transparency, align goals, and ensure that all partners benefit meaningfully while contributing to long-term impact and institutional growth.

Outcome: By leveraging institutional strengths and shared resources, AHPE will broaden its reach, enrich learning opportunities, and fast-track the integration of evidence-based educational practices. This collaborative approach fosters innovation, supports diverse educator needs, and strengthens the impact of health professions education across varied contexts.

6. Conferences and Dissemination

AHPE will redesign conferences and dissemination channels with a strategy that emphasizes hybrid reach, capacity building, and conversion of outputs into scholarship.

Key initiatives will be:

- The Annual National Conference will continue to rotate regionally, combine in-person and virtual participation, and incorporate mentorship tracks, poster-to-paper efforts with timelines, and workshop series;
- Regional dissemination workshops will extend reach between conferences.

AHPE will develop standardized best practice protocols for submission review, presenter preparation, and post-conference publication to enhance the scholarly quality of its academic events.

Outcome: This strategic approach will elevate innovation, strengthen cross-institutional collaboration, and ensure that insights shared during conferences are transformed into published, actionable outputs that advance health professions education.

7. Membership Expansion

AHPE will scale membership through a market-informed strategy that uses tiered pricing, institutional packages, targeted outreach, and member value programming.

Key elements will include:

- Affordable life memberships,
- Early-career and institutional discounts,

- Members-only webinar series,
- Networking platforms, and
- Regional ambassadors to recruit across states and allied professions.

8. Visibility and Brand Building

AHPE will implement a visibility strategy that combines brand refresh, data-driven digital engagement, and strategic thought leadership placements to position the Academy as the authoritative voice in HPE.

Key Actions:

- Include a redesigned website (ongoing) with member dashboards,
- Targeted content calendars for linkedin, x, and youtube,
- Regular newsletters and op-eds, and
- Proactive media and conference placements coordinated with institutional partners.

This focused approach will increase stakeholder awareness, attract partners and members, and elevate AHPE's influence in educational policy and practice.

Conclusion

AHPE's 2025–2030 Vision translates values into measurable action through eight interlinked focus areas that together will strengthen educator capacity, produce and translate evidence, create reusable resources, and broaden partnerships and visibility. The strategic approaches emphasise scalability, inclusivity, and contextual relevance while maintaining rigorous evaluation and continuous improvement. By 2030 AHPE will be recognised nationally and internationally as a leading convener, innovator, and authority in health professions education, driving sustained improvements in teaching, learning, and ultimately patient care.



ACADEMY OF HEALTH PROFESSIONS EDUCATORS

2025

