

STRENGTHENING FACULTY CAPACITY AND INSTITUTIONAL INVESTMENT TO OVERCOME RESOURCE CHALLENGES

Visessakseth So & Sin Chea, University of Puthisastra, Phnom Penh, Cambodia

Background

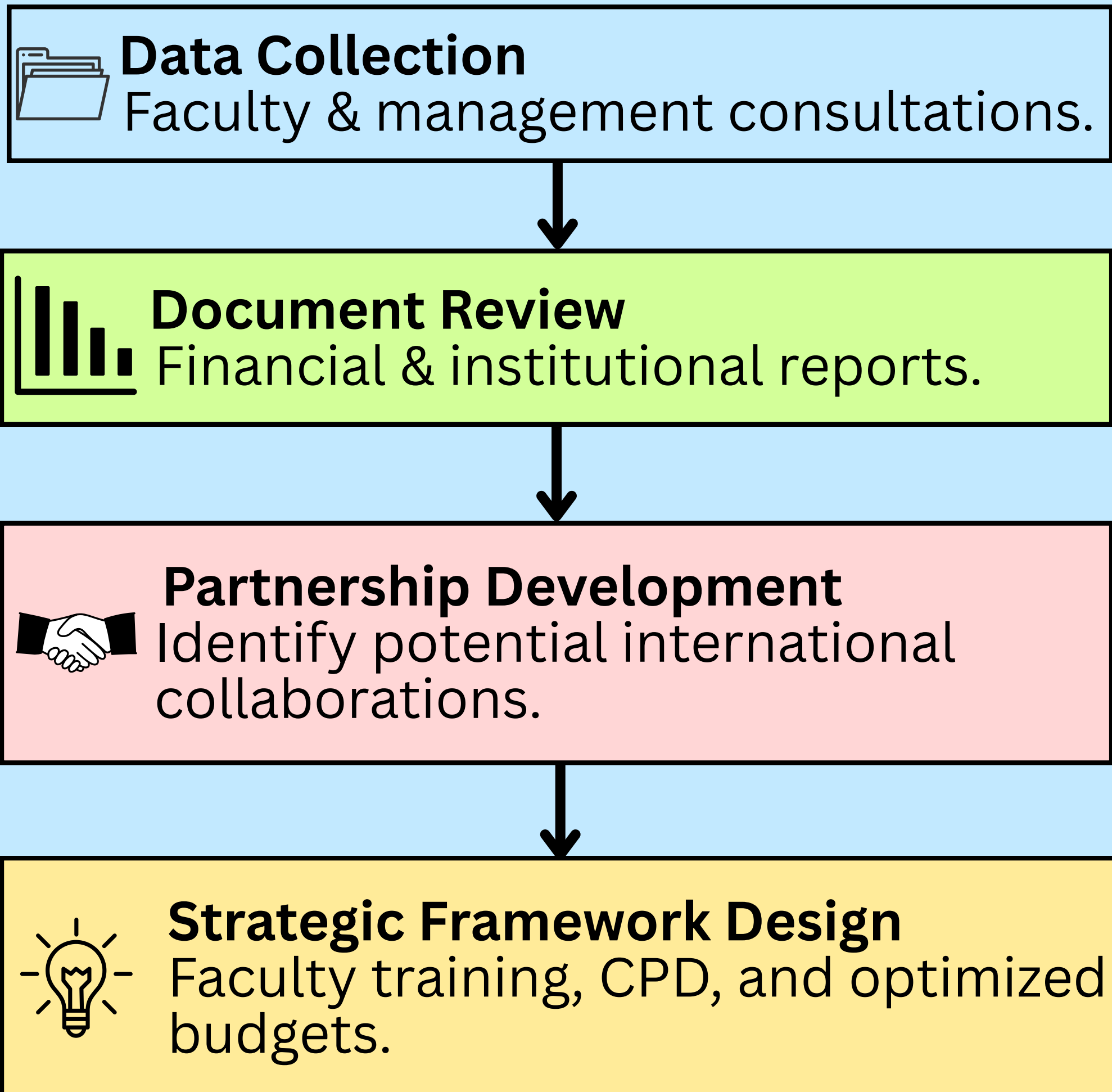
- UP aligns with Cambodia's Pentagonal Strategy Phase I (2023–2028): human resource development & institutional capacity.
- **Challenges:**
 1. Limited qualified human resources.
 2. Insufficient budget for infrastructure and faculty development.
- **Impacts:** limits UP's contribution to a knowledge-based economy and affects long-term sustainability.

Objectives

1. Identify challenges in human resources and financial investment.
2. Implement strategic actions to strengthen faculty and institutional capacity.

Methods

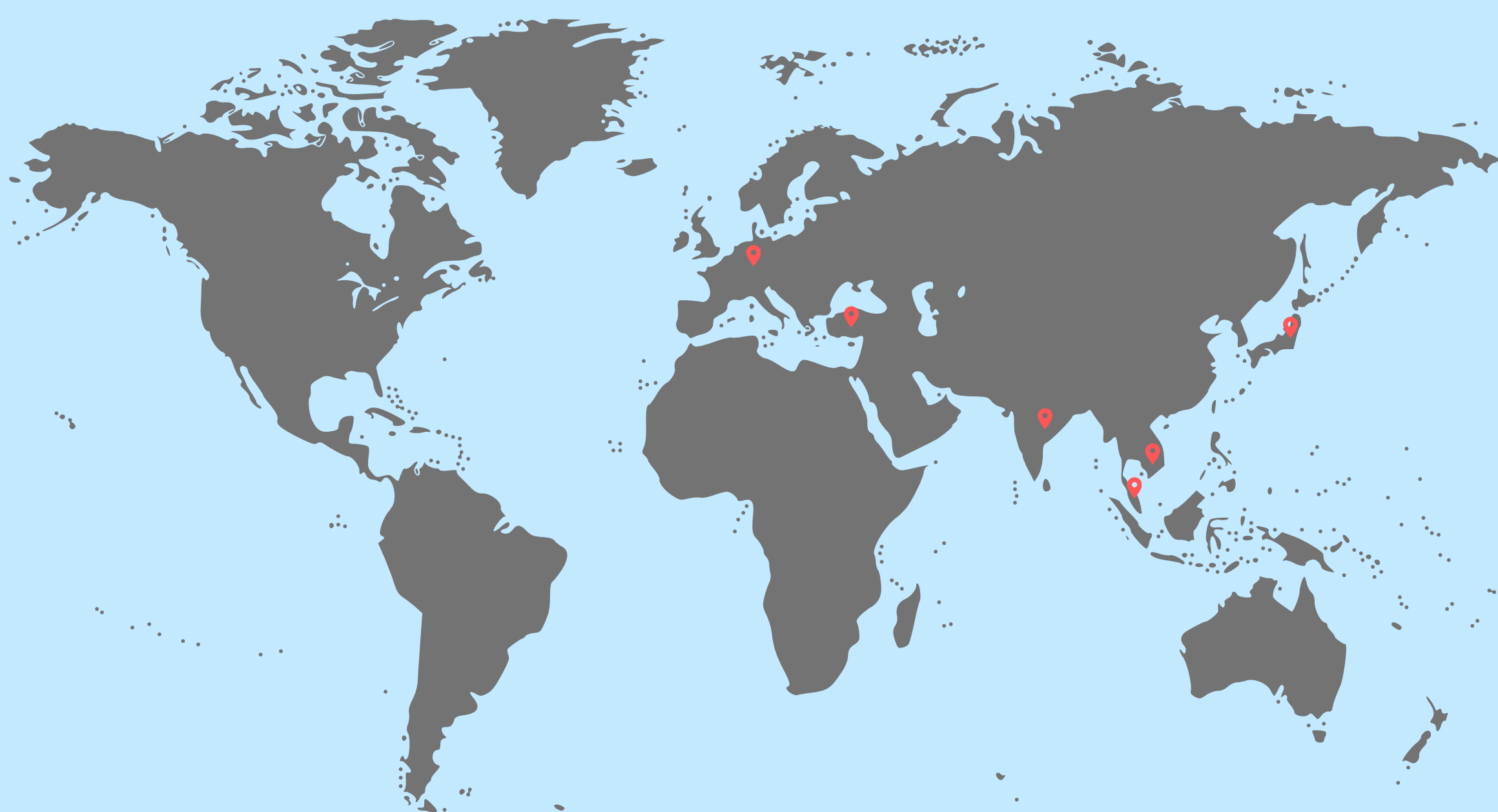
- Mixed qualitative analysis and strategic planning steps:



Results

Faculty Development Initiatives

1. International Partnerships & Exchange

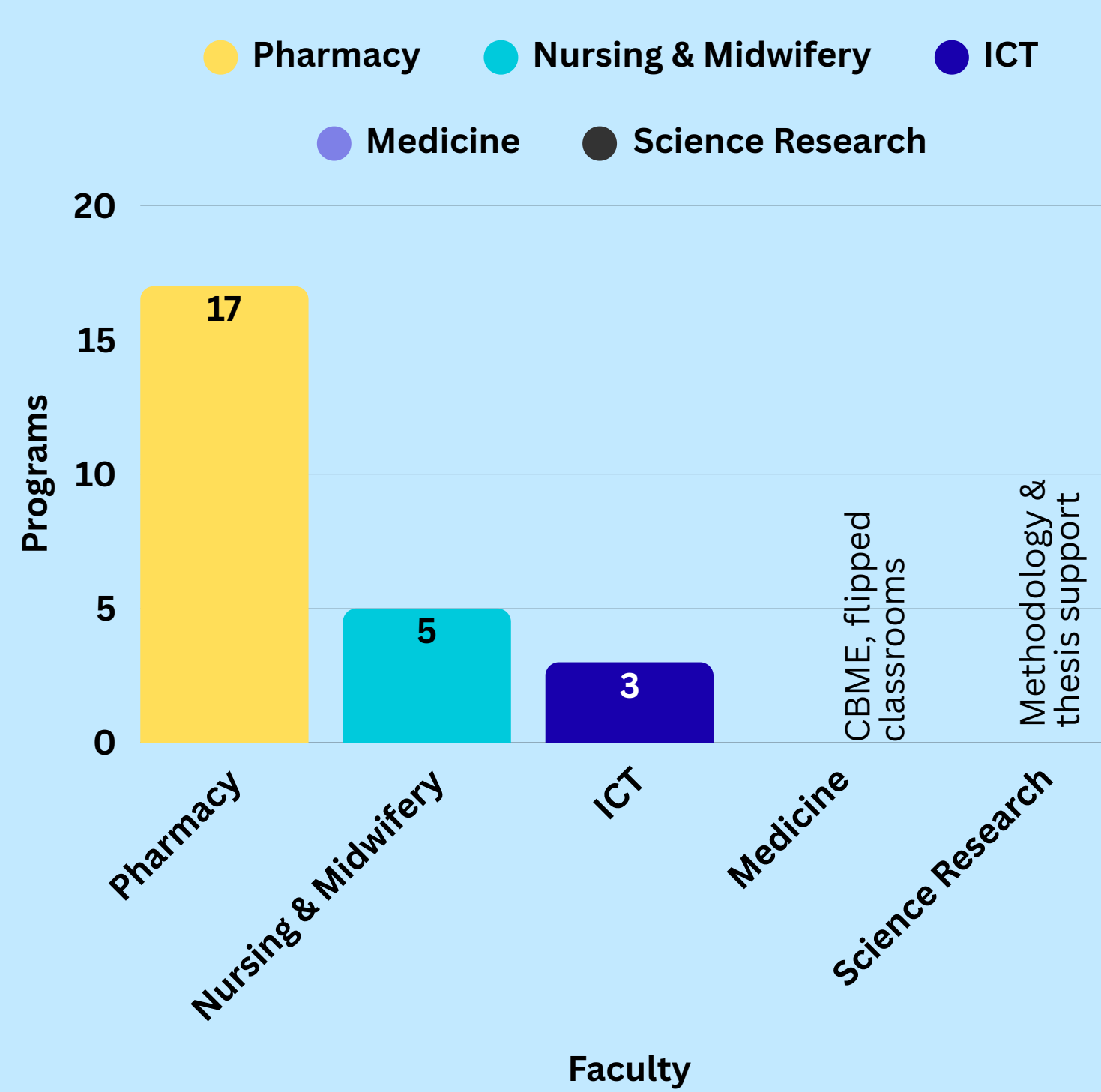


MOUs
42 active, 4 in progress with Malaysia, Japan, and EKIP Medical Center.

Student Mobility
215 students across 11 countries

Staff Exchange Programs: Faculty exchanges with Germany, Sri Lanka, Malaysia, and Türkiye enhance capacity and provide valuable international exposure.

2. Continuous Professional Development (CPD)



Faculty	Impact
Pharmacy	4,105 trained; \$57k revenue
Nursing & Midwifery	Faculty skill enhancement
ICT	Professional growth
Medicine	Teaching methodology improvement
Science Research	Improved output

5. Key Performance Indicators (KPIs)

Metric	2023	2024	Growth
Research Publications	67	108	61%
Scopus Publications	67	87	30%
Citations	780	2,425	211%
International Student Mobility	-	215	New
CPD Programs	-	25+	Multi-faculty

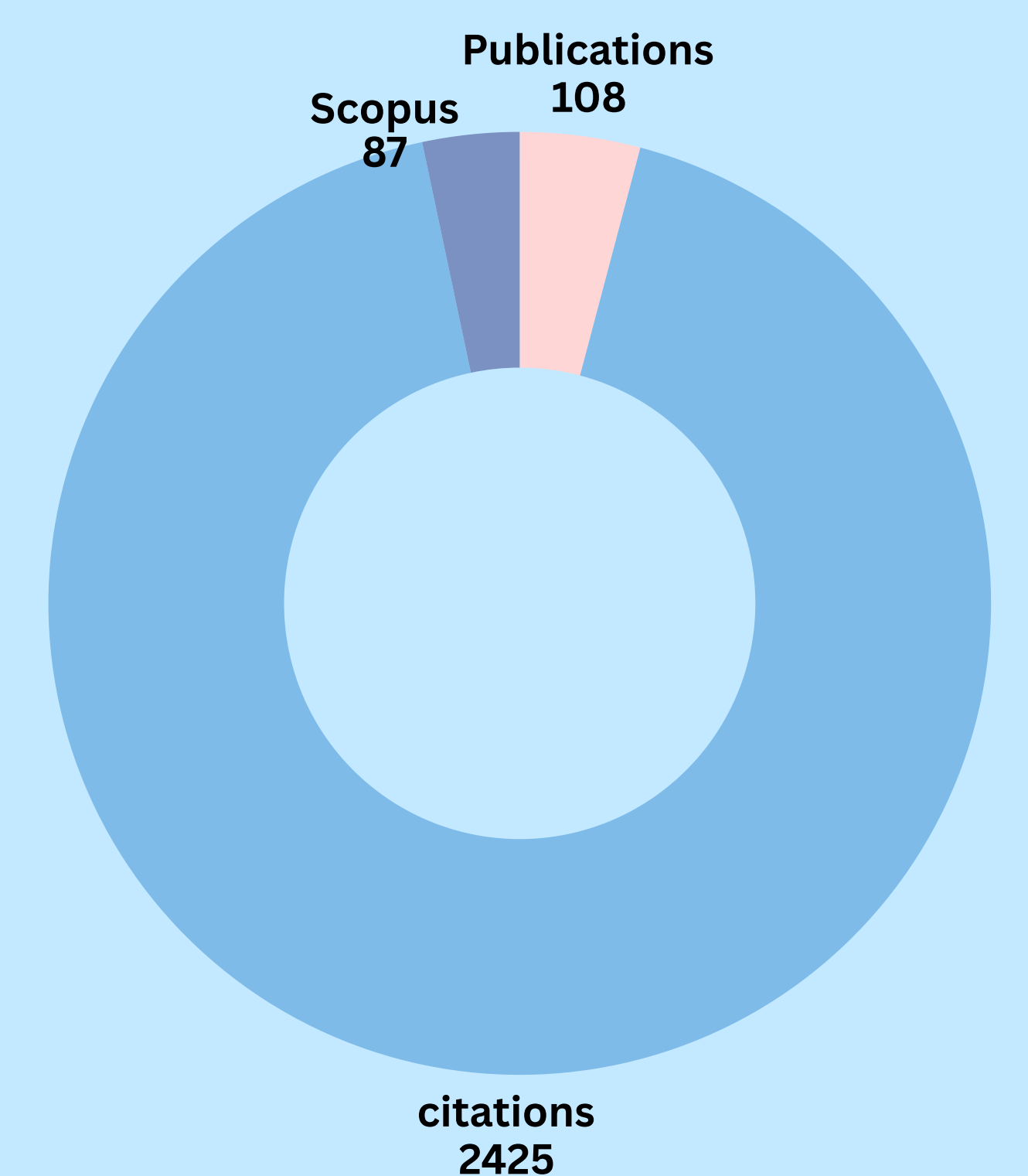
Discussion & Conclusion

Collaboration and investment improved quality, strengthened faculty and students, and supported sustainable growth. Strong human resources and funding drive UP's progress toward academic excellence and regional leadership.

Recommendations

Expand international collaborations and increase investment in research, faculty development, and facilities. Provide incentives to retain skilled faculty and regularly track progress through KPIs to ensure sustainable growth.

3. Research & Mentorship Networks



Initiative	Achievement	Impact
Mentorship	IADR-SEA grants; UP FY program	Faculty & student development
Grants	\$105k Dentistry; \$10.5k Pharmacy	Sustained funding

4. Financial & Resource Mobilization

4.1 Revenue Generation

Source	2024 Performance	Strategic Value
Tuition Fees	Primary income	Sustainable
CPD Programs	\$57,341 Pharmacy; \$12,050 Dentistry	Diversification
Healthcare Services	\$121,433 pharmacy; \$4,430 labs	Additional income
Grants	Multiple international grants	Reduced dependency

4.2 Budget & Infrastructure

Area	Investment	Impact
Labs & Campus	\$65,813 lab upgrades, renovations, totally \$250K	Improved environment
Staff Incentives	Salaries, flexible hours, awards	Retention & motivation
Research Infrastructure	Equipment & simulation labs	Academic excellence

Acknowledgements

- University of Puthisastra senior leadership.
- International partner institutions.