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Creation of Gap Analysis for Academic Partnership for Enhancements in Research and the Universidade Eduardo Mondlane

Keywords: Research capacity, gap analysis, Mozambique



Introduction: This practicum was performed under Dr. Troy Moon's Academic Partnership for Enhancements in Research (APER) grant. The grant is working to assist the Universidade Eduardo Mondlane (UEM) with the strengthening of their newly created Office of Project Support and increasing the capacity of the Faculty of Medicine's Administration/Finance Office. In doing so, the work of the APER grant will increase UEM's competitiveness for grants and strengthen the institutions research practices. The primary goal was to create a Gap Analysis.

Methods: To emphasize UEM's current strengths and note areas for immediate and future growth, a Gap Analysis Report was created. This Gap Analysis report was developed by reviewing UEM's response to the Needs Assessment, which included over 225 questions. I then analyzed which parts of their processes were already strong, and which would benefit from additional training. We then tiered UEM's capacities / gaps into three levels: a level for areas in which UEM's capacities are already good, a second level of high priority areas for growth, and a third level of areas for less immediate training. The team then worked to create the Gap Analysis Reports in both English and Portuguese so that all members of the team could fully engage with the information.

Results: In combing through UEM's responses to the Needs Assessment, the team was able to analyze UEM's capacities and create a tiered system to determine where to allocate additional trainings.

Conclusions: The creation of the Gap Analysis report was a key piece of the APER grant. By noting UEM's current capacities and tiering areas for training, by high-priority and low-priority, the team will be able to focus on trainings that will make the strongest impact. These impacts will then strengthen UEM's research capabilities.