

FADI M. MUNSHI, MBBS, M.Sc., Ph.D.

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Career Profile

Dynamic and results-driven business leader possessing a wealth of experience designing and executing innovative strategic plans that address and resolve emerging stakeholder needs. Adept at identifying and analyzing key performance areas across the organization, building targeted business processes, performance metrics, and evaluative criteria to streamline organizational transformation while increasing efficiency and achieving objectives

AREAS OF STRENGTH

- Training Program Design & Evaluation
- Innovation in Operations & Processes
- Customer Experience Design & Implementation
- Test Design & Validation
- Psychometrics
- Cross Functional Collaboration

PROFESSIONAL EXPERIENCE

Executive Director – Child Life Foundation Riyadh, Saudi Arabia	2024 – Present
Assessment Consultant – The Arab Board of Health Specializations THE ARAB BOARD OF HEALTH SPECIALIZATIONS, OMAN, JORDAN	2024 – Present
Assessment Consultant – National Institute for Health Specialties ALAIN, UAE	2023 – Present
Director - Language Proficiency Exams Department KING SALMAN GLOBAL ACADEMY FOR ARABIC LANGUAGE, RIYADH, SAUDI ARABIA	Oct - Dec 2023
Member, Competency Test for Medical College Graduates THE ARAB BOARD OF MEDICAL SPECIALIZATIONS	2022 – 2023
Adjunct Associate Professor, College of Medicine and Health Sciences UNITED ARAB EMIRATES UNIVERSITY, Alain, UAE	2019 – 2023
Executive Director, Assessment SAUDI COMMISSION FOR HEALTH SPECIALTIES, Riyadh, Saudi Arabia	2017 – 2023
Fellow, Center for Outcomes and Research in Education (CORE) MOHAMMED BIN RASHID UNIVERSITY OF MEDICINE AND HEALTH SCIENCES, Dubai, UAE	2019 – 2023
Member, Digital Transformation Supervisory Committee SAUDI COMMISSION FOR HEALTH SPECIALTIES, Riyadh, Saudi Arabia	2021 –2023
Member, Digital Transformation Consultancy Team EDUCATION & TRAINING EVALUATION COMMISSION, Riyadh, Saudi Arabia	May – July 2021
Director, Training & Supervision Department SAUDI COMMISSION FOR HEALTH SPECIALTIES, Riyadh, Saudi Arabia	2016 – 2017

- Director, Postgraduate Medical Education Department** 2015 – 2016
SAUDI COMMISSION FOR HEALTH SPECIALTIES, Riyadh, Saudi Arabia
- Assistant Dean, Medical Education and Educational Technology** 2013 – 2016
KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia
- Assistant Professor of Medical Education** 2014 – 2018
KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia
Serve as a resource person in medical education and provide lectures or conferences upon request. Also, facilitate student-centered learning and demonstrate a positive attitude to student growth. Other duties include the following:
-Develop and conduct research scholarship in methods and techniques of medical education, timely publication of results in peer-reviewed journals that include at least co-authorship of publications.
-Work with affiliate organizations and specialized groups.
-Perform related work as assigned.
- General Manager, Clinical Skills Center** 2015 – 2016
KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia
The simulation center aims to promote and provide high-quality clinical education and reliable assessment of skills and procedures, with the ultimate intent to advance patient care and safety.
- Consultant, Saudi Commission for Health Specialties** 2015 – 2016
POSTGRADUATE & TRAINING DEPARTMENT, Riyadh, Saudi Arabia
Serving as a consultant for the postgraduate and training department with a focus on enhancing clinical examinations.
- Chairperson, Curriculum Development Department** 2015 – 2016
CENTER FOR RESEARCH, EDUCATION, & SIMULATION ENHANCED TRAINING, Riyadh, Saudi Arabia
The department's mission is to promote simulation training by ensuring that curriculum and quality are synonymous.
- General Manager, Exam Center** 2015 – 2016
KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia
Manage a dedicated center that oversees all assessments conducted at the undergraduate level. The exam center maintains the question bank and ensures proper management and security systems are applied.
- Advisory Board Member, J Taibah Univ Med Sc** 2014 – 2018
TAIBAH UNIVERSITY, Almadinah, Saudi Arabia
The Board oversees the peer-reviewing process and serves in an advisory capacity to the editor of the journal by assisting with the solicitation of contributors and articles and generating ideas for articles or themes when requested from the editor.
- Academic Director** 2014 – 2018
HORIZON ACADEMY INSTITUTE SCHOOLS, Calgary, Alberta
Academically overlook all Horizon Academy schools and provide continuous curriculum development, staff development, instructional innovation, and assessment best practices based on research evidence.
- Member, Administrative and Technical Training Committee** 2014 – 2016
KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia
The committee sets priorities for administrative and technical training at the faculty of medicine, reviews and approves applications.

Coordinator, Assessment Block

2014 – 2016

KING SAUD BIN ABDULAZIZ UNIVERSITY FOR HEALTH SCIENCES-COLLEGE OF MEDICINE

Planning and delivering the block to future leaders in medical education enrolled in the Medical Education master's Program. This block aims to provide insight into the most modern assessment methods and to analyze the strengths and weaknesses of those methods using the best evidence from the world of literature.

Lectures and small group sessions presented: Principles of measurement; Psychometric analysis; and Theoretical Approaches to Measurement.

Task Force Member - Academic Medical Center Hospital Standards

2014 – 2015

KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia

Joint Commission International, or JCI, is a group providing international healthcare accreditation services to hospitals worldwide. In its mission to provide high-quality healthcare, King Fahad Medical City is currently preparing to earn the JCI accreditation. I am a member of the task force overlooking the "Academic Medical Center Hospital Standards".

Member, Central Research Committee

2014 – 2015

KING FAHAD MEDICAL CITY- RESEARCH & PUBLICATION CENTER, Riyadh, Saudi Arabia

CRC's main function is to enhance research at various hospitals, centers, and departments of KFMC.

Chair of Scientific Committee, 4th Student Research Symposium

Jan – April 2014

KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia

Carry the main responsibility for organizing and running the symposium to encourage students to showcase their scholarly work and receive professional feedback.

Member, Scientific Review Committee

2013 – 2015

KING FAHAD MEDICAL CITY-COLLEGE OF MEDICINE, Riyadh, Saudi Arabia

The KFMC Scientific Review Committee (SRC) was established to assist in selecting KFMC research projects for internal funding and enhancing the research experience and capabilities of faculty, staff, and members of the SRC through a mentoring environment.

Member, Curriculum Committee

2013 – 2015

KING SAUD BIN ABDULAZIZ UNIVERSITY FOR HEALTH SCIENCES-COLLEGE OF MEDICINE

Riyadh, Saudi Arabia

The Curriculum Committee (CC) is the coordinating body for reviewing the medical program at KSAU-HS. It develops policy and considers proposals recommended by the Phase Committees, the sub-committees of CDC and curriculum working parties and presents these to affiliated committees for consideration.

Senior Fellow

2012 – 2015

NEW WESTMINSTER COLLEGE, Vancouver, British Columbia

Selected for ethical leadership to serve as a global advocate to 47 countries on behalf of the Board of Governors. Participates in evaluating existing college programs, developing new programs, and establishing partnerships with professional organizations.

Head of Academic Affairs

2012 – 2014

HORIZON ACADEMY INSTITUTE, Calgary, Alberta

Directs all faculty members and provides continuous training in teaching, assessment, and classroom management. Engages in conflict resolution with faculty, parents, and students.

- Established an academic affairs department to elevate the academic program and focus on faculty enhancement.
- Developed an innovative competence-based social studies and Arabic language curriculum.
- Implemented outcome-based student assessments that include qualitative rating scales and personalized comments.
- Reformed the educational staff to enhance creativity and engagement

Founder & Director

2011 – 2012

CALGARY SAUDI EDUCATION CENTER, Calgary, Alberta

Established and administered this weekend education center for the children of Saudi students in Calgary. Developed a curriculum in line with subjects taught in Saudi schools to keep students up-to-date with their peers. Recruited, hired, and trained qualified faculty. Marketed the school to the Saudi community. Managed the budget, tuition, and resource development.

Assessment Consultant

2009 – 2011

CANADIAN ACADEMY OF SPORT & EXERCISE MEDICINE, Ottawa, Canada

Analyzed the Diploma of Sports Medicine OSCE stations results in association with Harpe Company.

Founder & President

2008 – 2011

CALGARY SAUDI STUDENT CLUB, Calgary, Alberta

Founded this nonprofit organization to coordinate professional development lectures and workshops, athletic teams, and social events for Saudi students.

Head of Scientific Committee

2008

SAUDI STUDENT ACADEMIC CONFERENCE, Toronto, Ontario

Organized the scientific program for this conference. Led a team responsible for accepting speaker presentations and prioritizing them into relevant themes.

Coordinator, Cultural Diversity Workshop

2010

UNIVERSITY OF CALGARY, Calgary, Alberta

Coordinated this workshop to create awareness about how values, perceptions, expectations, and behaviors are affected by differences in ethnicity, race, religion, beliefs, and customs.

Member, International Scholarship Students Committee

2007 – 2008

MAASTRICHT UNIVERSITY, Maastricht, The Netherlands

Assessed the progress and addressed difficulties of international students during their MD program.

PBL Tutor

2007 – 2008

MAASTRICHT UNIVERSITY, Maastricht, The Netherlands

Tutored a medical student as part of the problem-based learning (PBL) program.

EDUCATION

Executive MBA <i>SCHOOL OF BUSINESS – ESADE UNIVERSITY, Barcelona, Spain</i>	Oct 2022 – In Progress
Ph.D. in Medical Education (Honors Degree) <i>FACULTY OF MEDICINE - UNIVERSITY OF CALGARY, Calgary, Alberta</i>	2008 – 2013
Master of Health Professions Education (Honors Degree) <i>FACULTY OF MEDICINE - MAASTRICHT UNIVERSITY, Maastricht, Netherlands</i>	2006 – 2008
Bachelor of Medicine and Surgery (MBBS) <i>FACULTY OF MEDICINE - UMM AL-QURA UNIVERSITY, Makkah, Saudi Arabia</i>	1998 – 2003

CERTIFICATIONS

2030 Leaders Program <i>MISK FOUNDATION, Riyadh, Saudi Arabia</i>	Jan 2022– Nov 2022
Executive Certificate in Management and Leadership <i>SLOAN SCHOOL OF MANAGEMENT-MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT) Management Executive Education</i>	Sep 2021
Measuring Return on Investment Certificate <i>ASSOCIATION FOR TALENT DEVELOPMENT/RIO INSTITUTE – Internet Live Course</i>	June 11-12, 2021
Competency-Based Medical Education <i>ACCREDITATION COUNCIL FOR GRADUATE MEDICAL EDUCATION (ACGME) - Internet Live Course</i>	Mar 12-Apr 23, 2021
A Course in Rasch Measurement Theory <i>CENTRE FOR EDUCATIONAL MEASUREMENT AND ASSESSMENT-UNIVERSITY OF SYDNEY Sydney, Australia</i>	Jan 30-Feb 7, 2020
Advanced Rasch Analysis Courses <i>THE PSYCHOMETRIC LABORATORY FOR HEALTH SCIENCES- UNIVERSITY OF LEEDS, Leeds, United Kingdom</i>	Oct 6-7, 2016
Credentialed ATD Instructional Designer <i>ASSOCIATION FOR TALENT DEVELOPMENT – Orlando, Florida</i>	2015 - 2016
Introductory and Intermediate Rasch Analysis Courses <i>THE PSYCHOMETRIC LABORATORY FOR HEALTH SCIENCES- UNIVERSITY OF LEEDS, Leeds, United Kingdom</i>	Sep 10-17, 2014
Certificate in Human Resource Management (Honors Degree) <i>HASKAYNE SCHOOL OF BUSINESS - UNIVERSITY OF CALGARY, Calgary, Alberta</i>	2010 – 2012

AWARDS

Recipient of the EMAAN 2013 Award for Advancing Arabic Language Teaching and Assessment in Calgary, Alberta

Health Award for the year 2014 under the theme: "Create and Inspire", which aims to develop ideas and projects for improving and promoting the healthy lifestyle as a fundamental approach for the prevention against many physical, mental and psychiatric diseases through projects and practical ideas.

Top 10 out of 2136 applicants for Health Award "Create and Inspire".

Value: 10,000 Saudi Riyals

Idea "Print Your Own Organ" nominated one of the top 15 ideas out of 327 in the Healthcare Innovation Competition 2014 organized by the Saudi Ministry of Health.

SCHOLARLY ACTIVITIES

Title	Journal	Year
Development and utility of a questionnaire to evaluate the quality of PBL problems	South East Asian Journal of Medical Education	2008
The ability of the pre-admission criteria to predict performance in a Saudi medical school	Saudi Medical Journal	2010
Reliability and validity of an Arabic version of the revised two-factor study process questionnaire R-SPQ-2F	Journal of Family and Community Medicine	2012
The Student as a Valuable Source in Medical Education	International Handbook of Medical Education: A Guide for Students	2012
Problem Solving Strategy and Diagnostic Performance at Three Expertise Levels: Does the Problem Solving Approach Matter	Journal of Biosafety & Health Education	2013
Is problem-based learning an ideal format for developing ethical decision skills?	The Kaohsiung journal of medical sciences	2013
Case Specificity and Intervening Variables Affecting Diagnostic Accuracy within Two Similar Clinical Presentations	University of Calgary Vault	2013
Low-versus high-fidelity simulations in teaching and assessing clinical skills	Journal of Taibah University Medical Sciences	2015
CRESENT: the Center for Research, Education and Simulation Enhanced Training, King Fahad Medical City, Riyadh, Saudi Arabia	Journal of Surgical Simulation	2015
Cross-cultural challenges for assessing medical professionalism among clerkship physicians in a Middle Eastern country (Bahrain): feasibility and psychometric properties of multisource feedback	Advances in Medical Education and Practice	2015
Clinical skills testing center: a promising frontier	Journal of Health Specialties	2016
Communication skills: Key to understanding	Journal of Health Specialties	2016
It all starts and ends with the program director	Journal of Health Specialties	2016
Standard setting in objective structured clinical examination: Assigning a pass/fail cut score	Journal of Health Specialties	2017
Nursing Millennials and Digitalization: A Call for early leadership development	Journal of Health Specialties	2017
Absenteeism among Saudi medical students	The Egyptian Journal of Hospital Medicine	2018
Stress Among Medical Students during Simulation Training at King Saud bin Abdulaziz University for Health Sciences	The Egyptian Journal of Hospital Medicine	2018
An Online Clinical Exam for Fellowship Certification during COVID-19 Pandemic	Medical Education	2020
A Progressive Model for Quality Benchmarks of Trainees' Satisfaction in Medical Education: Towards Strategic Enhancement of Residency Training Programs at Saudi Commission for Health Specialties (SCFHS)	Sustainability Journal	2020
Conducting virtual focus groups during the COVID-19 epidemic utilizing videoconferencing technology: a feasibility study	Cureus Journal of Medical Science	2022

ACADEMIC ACTIVITIES

Activity	Place	Role
How to evaluate the quality of a PBL case (Workshop)	KFMC – International Medical Education Conference, Riyadh, SA	Speaker
Medical Education and Health Care in the Kingdom of Saudi Arabia (Seminar)	Department of Medical Education – University of Calgary	Speaker
Kingdom of Saudi Arabia – A Young Nation with an Ancient History (Education and Learning)	University of Lethbridge, Canada	Speaker
The change of Minimal Performance Levels in OSCE's for the Canadian Academy for Sports Medicine Over Three Years (Seminar)	Department of Medical Education – University of Calgary	Speaker
Scores Equated on High Stake OSCEs Administrated from 2006-2009 to Determine Shift in Outcomes	AMEE – 2010 Scotland	Speaker
Clinical Presentation Curriculum – Workshop	Hadramout-Yemen	Speaker
CPC and Assessment	KSAU-HSC-Riyadh	Speaker
Research and Education Week 2013 (KREW)	King Fahd Specialist Hospital in Dammam	Speaker
Case Specificity within Clinical Presentations	Department of Medical Education at University of Calgary	Speaker
Introduction to Item Response Theory	Assessment Course in Medical Education Program at KSAU-HSC-Riyadh	Instructor
Case Specificity and Intervening Variables Effecting Diagnostic Accuracy within Two Similar Clinical Presentations	Department of Medical Education – University of Calgary	Speaker
Systematic Review & Meta-Analysis Workshop	King Fahad Medical City, Riyadh	Facilitator
Academic Integrity	King Fahad Medical City, Riyadh	Facilitator
Basic PBL Tutor Workshop	Faculty of Medicine - King Fahad Medical City	Facilitator
Assessment 101-From Blueprint to Item Analysis	Faculty of Medicine - King Fahad Medical City	Facilitator
The Judge is Not Always Right	Medical Education Club in Riyadh- AlFaisal University	Speaker
Principles of Assessment	Faculty of Medicine - Umm Al-Qura University, Makkah	Speaker
Principles of Assessment Workshop	Family Medicine Saudi Board Residency Program – Faculty Development – National Guard	Speaker
From Exam Design to Item Analysis	Family Medicine Saudi Board Residency Program – Faculty Development – Ministry of Health	Speaker

ACADEMIC ACTIVITIES

Activity	Place	Role
Is your team ready to encounter an Ebola case? An innovative training module for Ebola preparedness	10th International Medical Education Conference, Kuala Lumpur	Speaker
Venipuncture training: One size does not fit all	10th International Medical Education Conference, Kuala Lumpur	Speaker
Nationwide Simulation Based Education Awareness Campaign entitled "Tears of Sadness & Joy"	Clinical Skills Center, King Fahad Medical City, Riyadh	Founder & Organizer
Assessing Procedural Performance using Sensors: Low Cost, Low Resource Simulation Feedback	Royal College's International Conference on Residency Education (ICRE 2016)	Facilitator
Shifting Residency Clinical Tests Focus from Procedure "Know How" to Patient Care "Show How"	Royal College's International Conference on Residency Education (ICRE 2016)	Speaker
Postgraduate Training: Present & Future	Health Professions Conference KSAU-HS Jeddah 2017	Speaker
Item Author Workshop	Oman Medical Specialty Board	Facilitator
Make it Stick: Learning based on 20 years of Cognitive Research	Saudi Health Simulation Conference 2018	Speaker
Quality Assurance in Assessments	Mohammed Bin Rashid University of Medicine and Health Sciences – Dubai Oct 2018	Speaker
The Use of Artificial Intelligence and Testing in Early Detection of At-Risk Learners	Innovations in Testing (ATP-2019) March 2019 - Orlando	Speaker
How Many Retakes Should a Licensure Examination Candidate be Allowed?	Innovations in Testing (ATP-2019) March 2019 - Orlando	Speaker
Train the Trainer Model for Automated Item Generation Implementation	Innovations in Testing (ATP-2020) April 2020 – San Diego	Speaker
Identify and label cloned items using word-to-word comparison, Jaccard similarity, cosine similarity, and machine learning	Innovations in Testing (ATP-2020) April 2020 – San Diego	Speaker
2 nd Respiratory Care Scientific Conference	King Fahad Medical City Sep 2023 - Riyadh	Speaker

RESEARCH GRANTS

Sponsor	Title	PI	Amount	Role
King Fahad Medical City Faculty of Medicine Scientific Research Committee	The assessment of pediatric residents at King Fahad Medical City using Multi-Source Feedback (MSF)	Fadi Munshi	68,800 SR	Primary Investigator 8 months (April 2014)
King Fahad Medical City Faculty of Medicine Scientific Research Committee	How does learner motivation impact performance on OSCEs? BEME Systematic Review	Fadi Munshi	71,800 SR	Primary Investigator 8 months (April 2014)
King Abdullah International Medical Research Center	Faculty Portfolio Development Perception vs. Practices in a Major University, Riyadh, Saudi Arabia	Sarah AlYousif	100,610 SR	Scientific Consultant 8 months (June 2014)
King Fahad Medical City Faculty of Medicine Scientific Research Committee	An evaluation tool for all cultures: Testing the validity and reliability of SFDP questionnaire in Middle Eastern context.	Fadi Munshi	69,400 SR	Primary Investigator 9 months (April 2015)
Assessment Research Grant - SCFHS	Identifying Extreme Examiners on SCFHS Clinical Examinations	Awad AlShahrani	50,000 SR	Co- Investigator 12 months (Sep 2017)
Assessment Research Grant - SCFHS	Who will pass the SCFHS Clinical Exams? Comparison of the Angoff and (BLR) standard setting methods	Mazen Abdullah AlQasmi	50,000 SR	Co- Investigator 12 months (Sep 2017)