Principals' Meet panel discussion

(30th March 2016, Infosys Ltd, Pune)

PROF. M. CHAUDHURY, TPO AND SPOC, SFIT, MUMBAI

MOTIVATING FACULTIES & EFFECTIVE EXECUTION OF CC TRAINING PROGRAM

Before start of training program following steps taken up

- Planning   proper Training calendar in advance
    - with accommodating faculties academic syllabus schedule
- Form a clear focused team of min 8/10 no.s faculties
    - selection of faculties done through a thorough exercise
    - Taken into consideration faculty's interest, self-motivation & knowledge with intension of self/student career developments work.
    - core team is formed by rotation so that interest is generated amongst faculties & generate competition amongst faculties skill /knowledge
- Counselling & briefing , motivating to faculties with specialization in tech domain as covered in FP4 & how to process the course with every time new technique of execution
- score analysis after each subject topic completed & tests taken up for students.
- counselling & briefing , motivating students also important regarding values/ roles of CC tech domain areas training & pass certification, in their career as well as knowledge growth.
- Give all out support from college to complete successfully each batch with more aspirants

DR. S. A. HALKUDE, PRCINIPAL AND SPOC, WIT, SOLAPUR

## EXECUTION OF CAMPUS CONNECT PROGRAM

- Electives are offered during regular college hours as a part of curriculum.
- FP is offered beyond college hours 5 days a week.
- Concrete action plan for CC course roll out.
- Concerned faculty is well aware of schedules.
- Material shared by Infosys is distributed among the faculty.

- Team of faculty taking same subject are grouped to make a common strategy for better content delivery.

SIGNIFICANCE OF INFOSYS ELECTIVES

- Tuned as per the requirement of Industry
- Students preferred Mobile App Development(MAD) elective
- More students got placed after taking MAD elective
- Percentage placement of MAD opted students

2013-14 73%

2014-15 84%
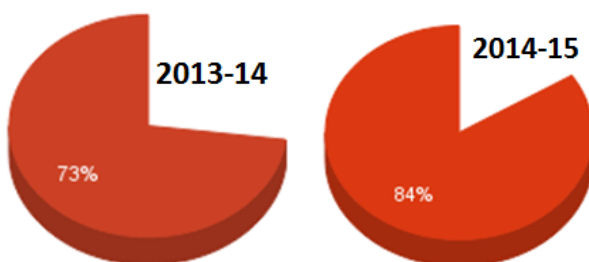
- Percentage placement of students not opted for MAD

15% **2013-14**
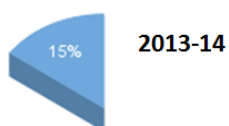
MOTIVATING FACULTIES

- Felicitation of Faculty by the Management
- Letter of Appreciation for their contribution
- Monetary compensation to faculty
- Highlighted in their appraisals and performance assessments

DR.MADHAV RAUL, TPO AND SPOC,SVERI'S COE PANDHARPUR

MANAGING FP & SOFT SKILLS BATCHES AT OUR INSTITUTE

- Creating awareness amongst the students about the Industry Expectations and need of Technical and soft skills fundamentals.
- Briefing students about the foundation program and how it helps the students to make their fundamental concept more strong and same is with soft skills.
- We normally conduct the classes on weekly off and vacations and if time permits after college hours.

- Along with the students we create awareness amongst the staff members also and we conduct Train the Trainer program.
- Taking follow up of all students and staff members on time and ensuring that the classes are going well organized manner as per the pre decided schedule.

PROF. MANGESH WANJARI, SPOC, RCOEM, NAGPUR

- Classes are conducted on weekends due to lab and classroom availability issue.
- For industry initiated program we assign faculties with industry experience for better effectiveness.
- Collect the legitimate fees from students and utilize it to towards remuneration of teaching faculties for their efforts
- FP for recruits can be run in self-learning mode and third year students should be conducted in classroom teaching mode.

PROF.JIGAR PANDYA, DDU, NADIAD

MANAGING EFFECTIVENESS/QUALITY OF FP BATCH ROLLOUT

- Effectively/Qualitatively rolling out FP makes a lot difference for its value in terms of time and efforts by all stake holders. Students must feel the effectiveness via different applicability of theory, hands-on, tools, soft skills and likewise other parallel objectives.
- Planning the roadmap, sharing with students on orientation day and finally adhering it as if it's a live industry project/training implants professionalism and industry readiness in students effectively.
- Mark milestones and work as a team with students to achieve them. Identify challenges ahead of time and get ready with the technological solutions, so students feel proud about the FP Core team and the initiative as a whole.
- Conduct pre-test with an aim of "Know, what you don't know!". Adept non-traditional ways during tests to bring innovation and true understanding of subject matter. This way even the exams are informative and interesting.
- Use Moodle like software for managing course content, assignments, quizzes; Google Email Group for achieving zero distance; etc. Don't just roll FP out, roll it out effectively.

PLANNING HOURS/SCHEDULE

Planning of complete FP Rollout and sharing with students is crucial. As per the session plan documents available in FP4.0 Focus Areas, both theory and hands-on is having equal weightage. Also, FA1, FA2 and FA3 requires around 50%, 35%, 15% respectively. The total minimum hours expected is 105. Test-days with doubt clearing sessions can be separate or overlapping during the rollout days.

Marking milestones and achieving

1. Initiate Batch

2. Orientation - The overview of FP documents very well describes "Benefits of FP to interns, faculties, institute, Infosys". Let them aspire about the win win situation and gain from learning and relearning concepts during FP.
3. Pretest - With the idea of "Know, what you don't know!", let students realize what knowledge is expected by Infosys with respect to different focus areas.
4. Focus area wise
   a. Theory/Hands on sessions
   b. Online quizzes/Hands-on
   c. Tests and Doubt clearing sessions
5. Documentation - Let student know the importance of documenting and performing backup of their work. All students can prepare personal report of work done during complete FP rollout.
6. Batch Closure.

CHALLENGES AND EXEMPLARY SOLUTION

- Venue -> Central computing center, Need the feel of industry environment with projector as well as computer facilities.
- Content Availability -> download and keep it at central shared location.
- Sharing Information -> Google email group
- Collection of details -> Google Forms/SurveyMonkey is convenient and provide data privacy compare to traditional page/public spreadsheet
- Course management -> Use Moodle like software to manage module, assignments and flow.
- Theory Quiz Management/ question bank -> Moodle Aiken format for batch upload of questions and once the quiz is over keep it open for unlimited attempts for students to practice.
- Hands-on Tests -> Use constructive and innovative ways. i.e. Reverse Engineering, Half Cooked Code
- Choosing subject experts/faculties -> Prepare in advance your faculties via FEP/TTT/webinars and Peer Enablement. Having 1 to 2 faculties for each focus area of a batch size 60 has proven ideal.

PARALLEL OBJECTIVES

- Cultivate Professionalism -> Transforming students into IT Professional and hence making them Industry ready is the topmost priority both technical and soft skills wise.
- Productivity -> Highlight more and more topics to let them focus every moment/work to do productively, i.e. Setting up workstation for development environment, interoperability, bookmarks, cheat sheet, keyboard shortcuts.
- Learning Tools -> To keep students motivated while solving hands-on assignment, "Tool of the Day" can add flavor. i.e. subversion, Microsoft project plan, eclipse, putty/xshell,
- Building team spirit -> Utilizing common resources for a common goal and not complain of things.
- Knowledge sharing and getting help -> Learn to be "On the nose" hence the activity does not result in waste of a time or discomfort

PROF.ADITYA DESAI, TCET, MUMBAI

IMPORTANCE OF CAMPUS CONNECT PROGRAMME EXECUTION FOR INSTITUTION

- It is an opportunity for all students (above average, average and below average) to enhance their technical knowledge.
- It is an opportunity for faculty members to *experiment* with new content like problems, case studies, examples, etc.
- It is also a chance to test the students on their capability to *understand the problem, define the problem and solve the problem*.
- It is also an opportunity for students to prepare themselves just before the *placements*.

MOTIVATION TO THE PARTNER INSTITUION

- To maintain the *association* with Infosys Learning of *latest technology and tools* for faculty members and students.
- *Industry recognition* of the activities done by the college.
- Helps in *bridging the gaps* between industry and academia.

ENHANCING STUDENT EMPLOYABILITY

- The courses like "Business Intelligence" helped to bridge the gap between the advances in the industry and classroom teaching for the students.
- As latest tools are used during FP training, most of which are open source, students get proficiency in using these tools, most of which are already used in the industry.
- As case studies are widely used, students come across real life scenario and become capable in problem solving using the correct methodology and tool.

MANGAING LARGE NUMBER OF FP BATCH ROLLOUT

- Students and parents are made aware of the programme during third year itself and the importance it has in the *pre-placement technical preparation.*
- Non-CS/IT students are oriented about CC programme through Academic Orientation Programme (AOP) at the beginning of the semester.
- *Motivating* the students to attend the programme is important and essential.
- This helps in preparing students *mentally* to attend FP during vacation period.

OBSTACLES FACED

- *Crunch of resources* like faculty, laboratories, classrooms as multiple programes are running at the same time.

- *Regularity of students* in attending the programme.

ACTION PLAN FOR ROLLING OUT BATCHES IN COLLEGE

- Meeting of trainers with SPOC and Principal
- Allocation of topics to be taught in FP
- Updation of course material
- Preparation of time table well in advance
- Allocation of resources
- Orientation and awareness creation for programme
- Compulsory participation of students
- Actual conduct of training
- Monitoring of students participation
- Written and Hands-on Test
- Evaluation and Result

SELF-LEARNING ONLINE FP CONTENT

- The content provided by Infosys for Self-Learning programme was sufficient to create interest and basic knowledge in topics like Programming, Python and RDBMS.
- As the programme was in self-learning mode, students had the freedom to complete the programme at their *own learning pace*.
- Non-CS/IT students could also do the self-learning programme quite comfortably.
- Whenever any problems were faced, they were addressed through timely *doubt clearing sessions* by the faculty members.

PEER-ENABLEMENT PROGRAMME

- Teaching the fellow faculty members after getting trained in FP 4.0 has helped the faculty to update themselves with the new contents.
- During the training, lot of discussion was carried out regarding, teaching particular topics, which problems to be taken, which case studies to be discussed, etc.
- This created a clear picture in the minds of the trainers and there was no scope for ambiguity and confusion about the topics.

DR SANJAY GARG, INSTITUTE OF TECHNLOGY, NIRMA UNIVERSITY, AHMEDABAD

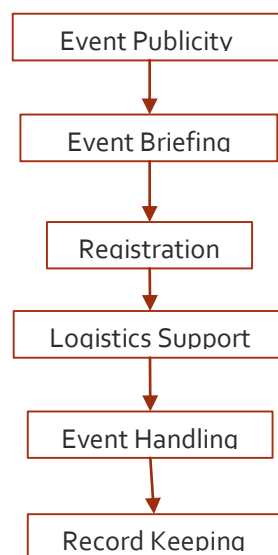## DISCIPLINED EXECUTION OF CAMPUS CONNECT PROGRAMME

1. Core Committee plans various activities
2. Dedicated Faculty members to handle industry program with particular organization
3. Program activities reviewed every three months by a separate committee in a meeting with various SPoCs
4. Findings submitted to Director of the Institute for suggestions/guidance
5. Closed loop processing

ELECTIVE SIGNOFF AND ROLLOUT PROCESS

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Industry Elective
      │
      ▼
Area Committee
      │
      ▼
    Dept. ──────────────────────► FEP Proposal with names of Faculty
      │      ▲                                  │
      ▼       \                                 ▼
    BOS        \                      Formal Approval Process
      │          \                              │
      ▼            \                            ▼
   Meeting           \                      FEP Participation
      │                \                        │
      ▼                  \                       ▼
   Sign off               \               Knowledge sharing
      │                                          │
      ▼                                          ▼
Briefing to ──────────────────────────► Elective Offered
 Students
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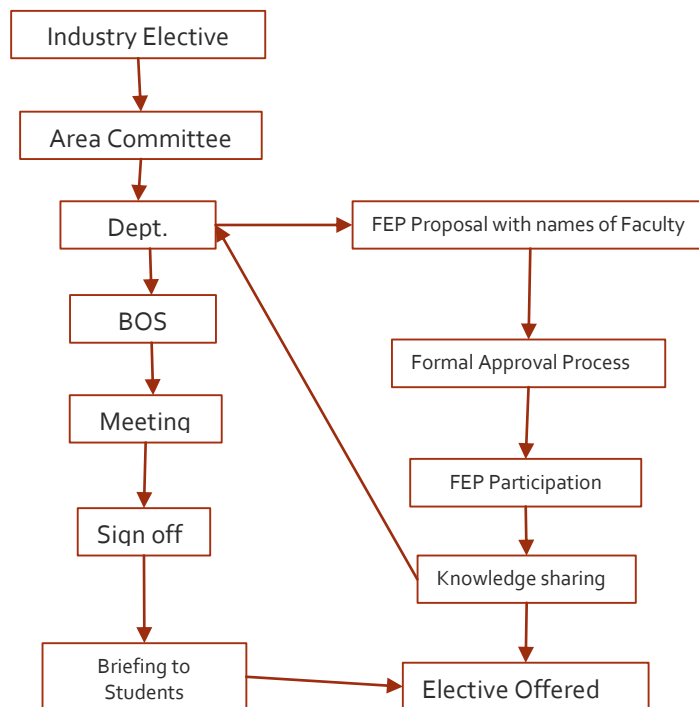
INSPIRE/ASPIRATIONS2020/WEBINAR PROCESS FLOW

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Event Publicity
      │
      ▼
Event Briefing
      │
      ▼
 Registration
      │
      ▼
Logistics Support
      │
      ▼
Event Handling
      │
      ▼
Record Keeping
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BEST PRACTICES

- Active involvement/support of Director/Dept Head in the MoU activities planning and execution
- Keen interest of the Institute in grabbing opportunities like Industry Electives
- Faculty members/students regularly updated by SPoC with the information about training programmes, course offerings, programming contests, inspire contests, webinars etc.
- Formal process of nominating/approving the faculty members for various training programmes like FEPs/Workshops etc.
- Freedom of incorporating Industry Electives as soon as the faculty members are trained being constituent part of the University in the Campus
- Students are briefed about the various elective course offerings before they make choice of the courses
- Faculty members are allowed to attend FEPs for elective courses during the semester also

We hope that above experience sharing will help you rollout the program more effectively at your institution. Good luck!!

- *Team Campus Connect*