

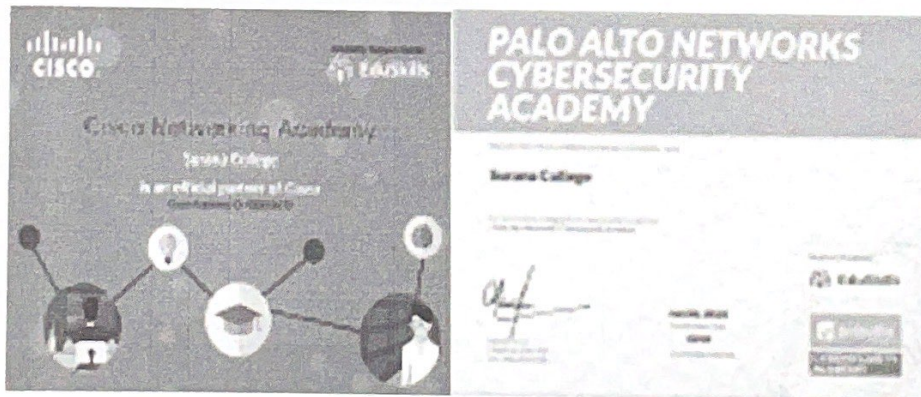
CASE STUDY OF DECENTRALIZATION AND PARTICIPATIVE MANAGEMENT:  
COMPUTER SCIENCE DEPARTMENT

Upskilling and upgrading is an integral part of Faculty career progression. In this pursuit, training requirements are collected from each faculty on a semester basis. Once the training needs are collected, they are mapped to identify which are the most commonly needed training programs that are needed by the faculty.

Training needs are divided into Academic specific, technology specific, pedagogy specific and other soft skill centric categories. Once these baskets are identified, the Heads of department, Head of Learning and Development and the Principal decide the ones that need to be prioritized and delivered over a period of time.

Those training programs that should be done at the institutional levels are phased over the semester and delivered either by an in-house faculty or an expert from the field.


The case study is that of the BCA and MCA departments. The area of study is very dynamic in nature and requires continuous upgradation. Also, every faculty has a different domain expertise and to some extent, the inhouse expertise is insufficient to cater to their upskilling. A collaboration with Eduskill helped the institute to have tie-ups with CISCO and Palo Alto Networks Cybersecurity Academy. These institutes specialize in certain variety of certifications and based on the mapping of the faculty and future aspirations of the specialization that a faculty is seeking, they are allocated training programs.



Total number of faculties certified by CISCO and PALO ALTO: 10

Total number of students benefitted : 90

The faculties from the Computer Science department have successfully been certified and the knowledge begotten have been successfully transferred to the students through Inhouse certification programs. This helped in empowering the faculty to take ownership in their domain areas and also give students the benefit of learning the latest technological advancements as expected by the industry.

  
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