Program Announcement

Inspire
The Campus Connect Faculty Partnership Model
Inspire – The Campus Connect Faculty Partnership Model

Program Overview

The Campus Connect Program aims at evolving a model through which Infosys and engineering institutions can partner for competitiveness to enhance pool of highly capable talent for growth requirements in the Information Technology (IT) space. It is aimed at creating an effective means of backward integration into the supply chain by going into the college campuses from where the IT industry gets the human resource for its growth. The nation-wide program focuses on preparing “industry-ready IT professionals” by aligning and enhancing the engineering student competencies with the needs of the industry.

Campus Connect is sharing with the academia its technology training methods, courseware, case studies, student project samples and other such learning resources that have been developed, practiced and perfected over the past 20 years.

Rationale for the Program

Faculty members play a vital role in this collaboration between industry and academia and hence it becomes imperative to strengthen the bond with them.

The rationale behind Inspire is to enhance our primary partnership model with faculty in such a way where:

1. The faculty is not only recognized by way of certification and awards but they also see a ‘Growth Path’ with Infosys
2. Recognition and rewards are aligned to their contribution
3. Competency development offerings from Infosys are also aligned to respective contribution of faculty
Inspire – Faculty Partnership Model

Inspire serves as a platform to boost the partnership between Infosys and faculty members of Campus Connect partnering institutions. Inspire encourages effective collaboration and continuous learning to enhance quality in education. Inspire is also a celebration of excellence where the faculty members will get recognized and rewarded for their outstanding contributions to Campus Connect programs and events. Additionally “Inspire” inspires by way of Awareness, Education, Engagement and Recognition to promote holistic learning. This visibility and recognition across the industry and academia will encourage the rest of the community to achieve greater effectiveness and results in turn. In addition to the flavor of recognition, Inspire will also provide an opportunity for the Campus Connect faculty community to visualize and accomplish a ‘Growth-Path’ with Infosys in terms of contributions to Campus Connect, thereby strengthening the mutual relationship and in the process avail more competency development offerings from Infosys.

Objectives of Inspire

- Short Term
  1. Recognition of faculty contribution and excellence
  2. Enhance faculty motivation to participate in Campus Connect offerings
  3. Provide faculty a potential growth path in terms of contribution to Campus Connect

- Medium term
  1. Create a push pull factor with faculty
  2. Provide recognition and rewards aligned with their contribution

- Long Term
  1. Competency Development of faculty
  2. Sustainable relationship with faculty
  3. Model for Aligned faculty offerings

Program Description

<table>
<thead>
<tr>
<th>Faculty Credit Point Framework</th>
<th>Infosys CC Faculty Excellence Awards</th>
<th>Competency Development Offerings Alignment</th>
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<tbody>
<tr>
<td>Earn credits for contribution to Campus Connect rollouts and events</td>
<td>Annual Inspire Event at Infosys comprising of technical and soft skills tracks</td>
<td>Level 1 – Bronze Partners Certificate of recognition Participation in TTT’s Paper Publication Sponsorships</td>
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<tr>
<td>Artifacts appraised by Campus Connect Anchors</td>
<td>Showcase your work in innovative ways in a live event at DC</td>
<td>Level 2 – Silver Partners Bronze Partner Offerings + Sabbatical at Infosys</td>
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<tr>
<td>Open throughout the Year</td>
<td>Felicitation and Recognition by Infosys Leadership</td>
<td>Level 3 – Gold Partners Silver Partner Offerings + Research Support Co-publishing in journals / magazines</td>
</tr>
<tr>
<td>Grow from Bronze to Silver to Gold Partner with Infosys</td>
<td>Webinars and Testimonials by Excellence Award winners</td>
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Faculty earns credit points for their contribution to CC

Faculty gets segmented and recognized into different partnership levels based on credit points earned

Faculty member can avail offerings aligned to their respective partnership levels
Inspire Model for Partnership can be seen as a blend of recognizing faculty excellence and a platform for exercising their skills in a unique manner. The entire framework can be divided into the following three sections:

1) **Faculty Credit Point Framework**
Faculty members can earn credit points as they get involved in or contribute to CC program roll-out at their respective institutions. The two categories from which credit points can be earned are:

- Course Delivery (CC Foundation Program, Soft Skills or Industry Electives)
- Event Participation / Contribution to CC Offerings (Includes FEPs, Soft Skills Workshops, Peer Enablement Programs, Webinars / Seminars and so on)

This scheme will be kept open throughout the calendar year (from January – December) in CC Portal. All registered faculty members can maintain their Credit Point account in the portal where they can record their contributions in various categories. Credit Points will be calculated implicitly by the portal system based on pre-defined mappings. Please refer to the Annexure A for details on credit point allocation.

This framework is developed from a holistic perspective so that it covers primary performance and contribution categories of faculty members with respect to Campus Connect program. The scheme, since it is kept open throughout the year, provides flexibility and transparency for faculty members to plan their course of action to earn credit points.

At the end of a year (i.e. after end of December), concerned faculty members are expected to complete their submissions. The credit point account for that year gets frozen and final credit points will be assigned to them. This finalization will be subject to approval from the respective CC College SPoC and verification of by CC DC SPoC.

Subsequently, based on the number of credit points bagged by faculty members, they will be segmented into the following three levels:

- **Bronze Partner**
- **Silver Partner**
- **Gold Partner**

Please refer to the criteria for this segmentation and other details at Annexure B of this document. This segmentation information will be appended to the corresponding faculty account in CC Portal, where the faculty member can view the final credit points earned and the corresponding level. The same information will be available to the concerned CC College SPoC and Infosys DC SPoC as well.

2) **Infosys Campus Connect Faculty Excellence Awards**
Campus Connect Partnership Certificates will be awarded to the faculty members during an annual event held at Infosys DCs. This event, typically, will be conducted between January and March, where the recognition will be done for the faculty contribution during the previous year. All the eligible faculty members who have qualified for any of the levels (Bronze, Silver or Gold) will be invited to Infosys DC for this event.

The annual event will also provide an opportunity for the identified faculty members to showcase the unique work / deliverables / practices which they have demonstrated or created by nominating for CC Faculty Excellence Awards. There will be a few live on-stage events on the day in both Technical and Soft Skills tracks and winners would be rewarded. The winners would also be invited for delivering webinars anchored by Infosys.

Technical track includes the two following live events:

a) **Content Guru**

b) **Distinguished Facilitator**

Soft Skills track includes the below categories

a) **Distinguished Facilitator**

b) **Trendsetter**

c) **Thought leaders**
Technical Track Events:

a) Content Guru:
The participating faculty members need to submit any artifacts which they have created and deployed in order to enhance the course delivery and student learning effectiveness. The artifacts that may be created and submitted can include the following.

- **Case Studies** that model a real world scenario based on topics / focus areas from any of the Foundation Program 3.1 or Campus Connect elective courses and their suggested solution(s)
- **Integrated Projects** that involves the application of concepts from Foundation Program 3.1 courses and which involves creation of Project Deliverables (viz SRS, Design Documents and Test Plans) based on industry followed standards in SDLC
- **CAMP Based Assessment Question Bank** that emphasizes the importance of assessments in effective learning process. Here the participants can submit a Question Bank based on the courses in Foundation Program 3.1 package and that adheres to the Campus Connect CAMP model with majority of Analytical and Practice Based questions
- **Any other artifacts** that you have created and used for course delivery, which has helped you enhance course delivery and student learning effectiveness

This track brings in a meaningful association with the Faculty Credit Point Framework described above, as the participants can leverage the artifacts (like case studies and integrated projects) which they have used for Campus Connect Foundation Program roll-out. Please refer to Annexure A for more details on credit point allocation. However, there is a flexibility to submit the same or refined or totally new artifacts for this Content Guru event.

These artifacts need to be submitted prior to the annual event at Infosys DC and on the day of the event the participants are expected to present the same in presence of Infosys jury.

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**Content Guru is** designed to reinforce:
- Application, analysis and synthesize of technical knowledge to model and solve real world challenges
- Practicing of industry standards and benchmarks in Project Development and Assessment Methodology

b) Distinguished Facilitator
The participating faculty members are expected to make a live presentation in front of Infosys jury, demonstrating novel and innovative facilitation techniques during course delivery resulting in better student learning effectiveness in class room. This presentation can include:
- Learning Activities (Individual / Team)
- Innovative assessments
- Leveraging Technology

**Distinguished Facilitator** event is designed to bring-out:
- unique strengths of facilitators
- a platform to encourage constructive feedback to improve effectiveness

Soft Skills Track Live Events

a) Distinguished Facilitator
The category aims at demonstrating contribution to building student soft skills in face to face classroom setting. The category is opened for all CC partner college and is designed to bring our unique strengths of soft skill facilitator. It is designed to lay a platform to encourage constructive feedback to improve effectiveness.

The category aims at innovative facilitation in the areas listed below:
- Learning activities
- Innovating assessments
- Leveraging technology

b) Trendsetter
The category aims at demonstrating leadership in setting up a new learning platform at the college.
The category is opened for all CC partner college and is designed to bring our unique strengths of a faculty. The chosen areas for showcase of contribution are as follows.

- Language club
- Outbound activities
- Virtual learning

c) **Thought leaders**

The category aims at demonstrating to acquire data, analyze needs and synthesize a new learning approach. The category is opened for all CC partner college and is designed to bring our unique strengths of a faculty in the below areas of behavioral skills

- Communication
- Effective teamwork
- Business acumen

**Important Note:** Participants to ensure that the deliverables submitted by them are not violating any Copyrights or Intellectual Property rights of any individual or organization. They are also urged strongly not to submit the content which has been copied directly from the internet or from any other sources, in which case the submissions would be disqualified. Also, Inspire encourages participating faculty to make use of Discussion Forum in CC Portal to the best so that they can exchange ideas, post questions, look for feedback and share learnings from various tracks in technical and soft skills areas

### 3) **Alignment of Competency Development Offerings**

The relevance of this partnership model is further enhanced by aligning the CC Program offerings (existing and new) with the different partnership levels. Given below is the mapping between levels and CC offerings:

<table>
<thead>
<tr>
<th>Partnership Level</th>
<th>Campus Connect Offerings</th>
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<tbody>
<tr>
<td>Bronze</td>
<td>- Partnership Certificate&lt;br&gt;- Participation in TTTs&lt;br&gt;- Paper Publication Sponsorships</td>
</tr>
<tr>
<td>Silver</td>
<td>- Bronze Offerings +&lt;br&gt;- Sabbaticals at Infosys</td>
</tr>
<tr>
<td>Gold</td>
<td>- Silver Offerings +&lt;br&gt;- Research Support&lt;br&gt;- Co-publishing in journals / magazines</td>
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</table>

A brief description of these competency development offerings is given below:

**Train The Trainer Program:**

Is an enablement program for faculty members on any of the cutting edge technology topics or on any relevant soft skills areas. The program duration would vary from three to five days and will be conducted either at Infosys Development Centres or at any of the identified Campus Connect partnering institutions in the region.

**Paper Publication Sponsorships:**

Paper Publication Sponsorship activity provides opportunity for partner college faculty members to:

- Showcase their publications
- Sharing knowledge with academia and Industry
- Provides opportunity to get sponsorship from Infosys for registration fee towards paper presentation

**Sabbaticals:**

Sabbaticals are an opportunity for Campus Connect partner college faculty members to work with project units at Infosys development centres and get exposed to software development methodologies and practices at Infosys. Typical duration of would be 6 to 8 weeks full time and faculty members would be selected after an interview with the concerned project team. Participating faculty members will receive remuneration for their contribution to project.
The project deliverables may include one or more from:

- 1. Working Prototype / Proof of concept
- 2. Design to develop a system/application
- 3. Analysis of existing systems/applications
- 4. Literature survey

**Research Support:**
Faculty members who are pursuing their PG or Ph.D. programs may avail assistance from Infosys for their research. Infosys can support by conducting research methodology workshops. This can also include research guidance from Infosys experts and opportunity to partner for research activities with Infosys.

**Co-publishing in journals / magazines:**
Faculty members can partner with Infosys experts for writing articles and papers in areas related to Information Technology in reputed journals and magazines. Interested faculty would share the theme of the paper/article and CC SPoC would connect with pertinent SMEs in Infosys. This would help both faculty and Infosys member to supplement each other's knowledge and bring out a comprehensive view on the topic.

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**Process Overview**

- **Phase 1: Preparation and Launch**
  - Communication to institutions
  - Awareness Creation at institutions through Webinars / Telecons

- **Phase 2: Submissions and Status Updates**
  - Faculty Members to start their submissions in CC Portal
  - Monthly / Quarterly updates mailer to concerned faculty members from Infosys indicating the current status of credit points

- **Phase 3: Allocation of Partnership Level**
  - Completion of Faculty Submissions
  - Finalization of Credit Points
  - Segmentation (Bronze, Silver and Gold)
  - Excellence Award Nomination Submission

- **Phase 4: Inspire Live Annual Event**
  - Partnership Awards Distribution
  - Events on Technical and Soft skills track
  - Excellence Awards Distribution

- **Phase 5: Competency Development Offerings**
  - Certified Partner faculty can avail offerings aligned to their partnership level
Frequently Asked Questions

1. Who are eligible to participate in Inspire – The New Partnership Model?
   Faculty members from CC partner colleges are eligible to take part in Inspire.

2. How is Inspire a Partnership Model for Faculty Members?
   Through Inspire, faculty members are not only recognized (with certifications and rewards); but they can also see a growth path, where Campus Connect offerings are aligned based on the maturity or depth of partnership level.

3. How can we get going with Inspire?
   Faculty members, who have registered in Campus Connect portal, are expected to maintain and update their credit point account in the portal for the defined period. Typically the period will be one year (from January – December). Based on accrued credit points, the level of partnership would be assigned and Campus Connect offerings to faculty members would also get aligned with these levels.

4. With respect to Inspire, how can we differentiate the two faculty offerings – Faculty Enablement Program (FEP) and Deep Dive Train the Trainer (TTT) workshops?
   FEPs are offered to faculty to enable them roll-out Foundation Program or Soft Skills or any identified CC Elective courses and participation in FEPs which will fetch some credit points to the participants enabling them to attain the partnership levels whereas TTTs are faculty workshops aimed at enhancing faculty competency on any latest technology. Participation in TTT is an offering which is available to faculty members who are recognized as Silver (or above) Partners only.

5. How does Inspire get carried out?
   End to end execution of Inspire happens online through Campus Connect Portal with a culmination at the respective Infosys DCs as a one day live event.

6. Who can participate in that annual live event and what will happen there?
   All faculty members who are identified as Gold or Silver or Bronze Partners will be invited for the event called as “Campus Connect Faculty Excellence Awards”. Partnership certificates would be distributed during this event. In addition to that, faculty partners who have submitted nominations for Excellence Awards can make their presentations in front of Infosys jury for the respective tracks / events.

7. Can one participate in multiple events at the annual event? Also, can faculty members participate in teams?
   Yes. Two faculty members (who are certified in any of the partnership levels) from the same institution can participate as a team in any of the tracks. Please note that team formation is optional and they can participate individually as well.

8. Will the faculty member be able to carry existing credit points in his / her account while moving from one Campus Connect partnered institution to another?
   Yes.
9. If a faculty member participates in Foundation Program (FP) and Soft Skills (SS) roll-out, will he/she be eligible to earn credit points in both FP and SS categories?
Yes.

10. Is there any limit on the number of offerings that can be availed by a faculty member who has been segmented in a particular partnership level?
Yes. Typically, the offerings mapped to corresponding partnership levels can be availed at one per year scale. However, there might be some exceptions to this with respect to offerings like TTT workshops.
## Annexure A: Credit Point Allocation:

### Section 1 – Course Delivery (FP / SS / Elective) and Artifacts Generation

<table>
<thead>
<tr>
<th>Activity</th>
<th>Credit Points</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>FP / SS Course Delivery</td>
<td>2 per hour</td>
<td>SS delivery hours includes direct effort from faculty and not by any alliance partner</td>
</tr>
<tr>
<td>Elective Course Delivery</td>
<td>1 per hour</td>
<td>Applicable to Infosys CC industry electives</td>
</tr>
<tr>
<td>Integrated Project Specification</td>
<td>10 per specification</td>
<td>Projects relevant to CC Foundation Program 3.1</td>
</tr>
<tr>
<td>Case Studies</td>
<td>5 each</td>
<td>Case studies relevant to CC Foundation Program 3.1</td>
</tr>
<tr>
<td>Developmental Assignment (DA)</td>
<td>5 each</td>
<td>DAs relevant to CC Soft Skills Program</td>
</tr>
</tbody>
</table>

### Section 2 – Event Participation / Contribution to CC Offerings

<table>
<thead>
<tr>
<th>Activity</th>
<th>Credit Points</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participation / Performance in FEP or Soft Skills Workshop</td>
<td>10 per event</td>
<td>For all FEPs starting 2013, points will be based on FEP Score of the participant limited by a maximum of 10 points per FEP</td>
</tr>
<tr>
<td>Conducting Peer Enablement Program (FP / SS)</td>
<td>10 per event</td>
<td></td>
</tr>
<tr>
<td>Delivering Webinars / Seminars as part of Campus Connect</td>
<td>10 per event</td>
<td>Only CC related webinars / seminars would be considered</td>
</tr>
<tr>
<td>Session delivery during Campus Connect FEP</td>
<td>10 per session</td>
<td></td>
</tr>
<tr>
<td>Lead / Coordinator of FEP at College</td>
<td>10 per event</td>
<td></td>
</tr>
<tr>
<td>Trendsetting initiatives undertaken in the college to enhance behavioral learning</td>
<td>10 per initiative</td>
<td></td>
</tr>
<tr>
<td>SPoC Role</td>
<td>10</td>
<td>Maximum points will be 10 in this category and will be awarded by Infosys DC SPoC. Parameters for evaluation would be ensuring effective roll-out process and timely closure of FP/SS/Elective batches, getting maximum students and faculty to participate in CC events / activities and so on</td>
</tr>
</tbody>
</table>
Annexure B: Criteria for Partnership Levels and Carry Forward Facility:

<table>
<thead>
<tr>
<th>Partnership Level</th>
<th>Minimum Credit Points to be earned</th>
<th>Remarks (Refer to Annexure A)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bronze</td>
<td>40</td>
<td>Minimum of 30 points from Section-1</td>
</tr>
<tr>
<td>Silver</td>
<td>100</td>
<td>Minimum of 75 points from Section-1</td>
</tr>
<tr>
<td>Gold</td>
<td>250</td>
<td>Minimum of 150 points from Section-1</td>
</tr>
</tbody>
</table>

**Carry Forward Facility:**

The model provides flexibility by providing a facility where credit points earned in a particular year can be carried forward to the coming year.

Carry forward guidelines: **Carry forward Points = (Points earned in a year) MINUS (cut-off for applicable partnership level)**

As an example, consider that a faculty member earns 50 points in year-1. The faculty will be segmented in Bronze Partnership (40 points is the cut-off) in that year and the rest 10 points can be carried forward to year-2. In another case, if a faculty member gets 100 credit points in a year, he/she will be certified as a Silver Partner and there will not be any points to be carried forward here.

This will apply to all partnership levels and the carry forward points will be the difference between the points earned and cut-off points for the applicable partnership level.

If a faculty scores less than 40 points in a year (including the points forwarded from the previous year), those points will expire in that year end itself and there will not be any carry forward in that case.
**Program Contacts**

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<thead>
<tr>
<th>DC Name</th>
<th>Anchor Name</th>
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**Global Presence**

- **North America**
  - Atlanta, Bellevue, Bentonville, Bridgewater, Charlotte, Detroit, Fremont, Hartford, Houston, Lake Forest, Lisle, Monterrey, New York, Phoenix, Plano, Quincy, Reston, Toronto
- **Europe**
- **Asia Pacific**
  - Bangkok, Beijing, Dubai, Hangzhou, Hong Kong, Manila, Mauritius, Melbourne, Shanghai, Sharjah, Sydney, Tokyo
- **India**
  - Bangalore, Bhubaneswar, Chandigarh, Chennai, Gurgaon, Hyderabad, Jaipur, Mangalore, Mumbai, Mysore, New Delhi, Pune, Thiruvananthapuram

For more information, contact askus@infosys.com

**About Infosys**

Infosys Ltd. (NASDAQ: INFY) defines, designs and delivers IT-enabled business solutions that help Global 2000 companies win in a flat world. These solutions focus on providing strategic differentiation and operational superiority to clients. Infosys creates these solutions for its clients by leveraging its domain and business expertise along with a complete range of services.

With Infosys, clients are assured of a transparent business partner, world-class processes, speed of execution and the power to stretch their IT budget by leveraging the Global Delivery Model that Infosys pioneered.

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