



Ethiopian Civil Service University
Office of the Vice President for Academic Affairs

A Brief Status Report
On
Continuous Professional Development (CPD) at Ethiopian Civil Service University
(2020/2021)

September 2022
Addis Ababa, Ethiopia

Introduction

The Ethiopian Civil Service University considers human resource as a critical success factor to ensure quality education. And to sustainably develop the skills and excellence of its academic staff, the university has been engaged in the training and development of academic staff through a number of intervention modalities, including Continuous Professional Development (CPD), which is a holistic approach towards the enhancement of personal skills and proficiency throughout a professional's career. To this end, the university has designed long-term and short-term trainings to its staff on continuous and annual basis. In regard to long term training, ECSU annually provides a significant number of PHD scholarships opportunities for its staff. In regard to short term training, ECSU annually arranges short term training on pedagogy and research. On top of this, ECSU has conducted Higher Diploma Program (HDP) program each year, to train and certify instructor's pedagogical skills. The duration of CPD training is one year. As a result, teachers certified with pedagogical skills, constitute 51.2 percent of the total population of instructors of the university. These interventions are believed to enhance ECSU standing to deliver quality of education.

Organizational Units and Resources

The Academic Affairs Directorate (AFD) is organized under the office of the vice president for Academic Affairs, staffed with competent experts in academy and pedagogy. This directorate is mainly tasked with the development of academic staff by designing and implementing capacity building programs. Beginning from its establishment, the office has been implementing the Continuous Development Programs (CPD) and therefore engaged in the identification of gaps as well as the selection and training of academic staff both in short and long term trainings. It has been also aggressively engaged in implementing the Higher Diploma Program (HDP), which trains and certifies instructors in pedagogical skill.

Performances and Accomplishments (2020/2021)

The Ethiopian Civil Service University has carried out several tasks in 2020/2021 academic year. The following table depicts key statistical data, showing the

performances and accomplishment of ECSU in regard to continuous human resource development.

SN	Description	Unit	Performance (2020/2021)
1.	HDP trainees	Number	104
2.	Staffs pursuing PHD education	Number	66
3.	Ratio of HDP certified instructors to total instructors	Percentage	51.2
4.	Ratio of instructors with rank of Assistant Professor and Above to total instructors	Percentage	52.8

Summary

In general, a significant share of academic staff is studying their PhD degree while the Higher Diploma Program (HDP) is continuously being given to instructors every academic year in order to update and qualify their teaching skills and competencies. In addition, based on gap analysis, short term training has also been given to teachers by inviting prominent scholars. These interventions are believed to build up on the competency of ECSU's academic staff and by implication the quality of education given in the university. In the 10 year strategic plan of ECSU, focus is given to strategically develop the human resource of the university in general and its academic staff in particular by employing several capacity building projects and programs.

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