

Faculty Development Policy

1. Policy

The best faculty always makes best students, hence, facilitating faculty to achieve global standards would certainly help the institution to grow. The faculty members are expected to strive for excellence in all their teaching, research and leadership/service roles and should continuously seek ways to enhance their capabilities, performance, and contributions regardless of tenure status, rank, or service time. In parallel, the College, Departments and IQAC have a responsibility to effectively foster and support excellence and evaluate faculty performance in all these areas of responsibility. Faculty development is a shared responsibility between the faculty members and the college.

2. Preamble

Lakireddy Bali Reddy College of Engineering is committed to supporting continuous learning for faculty members through faculty development initiatives related to; excellence in teaching-learning, research, consultancy and extension thereby transforming faculty members into thought leaders to make LBRCE a knowledge centre.

3. Provisions of Faculty Development Policy

The employees of the college when deputed to out stations shall be entitled to Travelling Allowance, and other permissible expenses as per the rules of Andhra Pradesh State Government in force from time to time.

3.1 Allowance for Presenting Papers in National or International Conferences etc.

The regular teaching staff sponsored to present papers in seminars / conferences are eligible to travel by second/third AC class, in addition to reimbursement of the registration fee. No D.A. is admissible. Travel support to faculty for presenting papers in International Conferences at abroad is also provided.

3.2 Allowances for attending Seminars, AICTE/UGC refresher courses etc.

The regular teaching staff permitted to attend seminars as delegates, and refresher courses etc. as above are eligible to travel by II-class AC. No D.A. is admissible. However, this provision does not apply to cases where the organizing agency/other agencies reimburse the T.A. or, other expenses.

Faculty are encouraged to attend Faculty Development Programmes Organized by top level institutions in India (for eg. IITs, NITs, Central Universities etc).

3.3 Allowances for attending industrial trainings.

The regular teaching staff permitted to attend industrial trainings on advanced technologies are eligible to avail travel and accommodation allowances.

3.4 Special Leaves:

- i. The teaching staff is entitled to avail special leave up to a maximum period of 2 weeks in a calendar year to attend FDPS, conferences or seminars etc.
- ii. The teaching staff is entitled to avail special leave up to a maximum period of 1 week in a calendar year to take up examination work outside the college.

- iii. The faculty pursuing Ph.D. are entitled to avail special leave for a maximum period of 1 month to attend the course work at the university he/she is enrolled in. A maximum period of 15 days can be availed for the Ph.D. related work or activity.
- iv. Special Casual Leave up to a maximum period of 1 week may also be granted to an employee for his/her marriage or, their children as well.
- v. Special Casual Leave up to a maximum period of 1 week may also be granted to an employee for any unfortunate incident or bereavement in the family.

3.5 Seed Money Support:

The institute has introduced Seed Money Assistance that enables young researchers to pursue their research in specific advanced research areas subject to the following eligibility conditions.

- i. The faculty must be Pursuing Ph.D. or completed
- ii. Minimum of Two Publications in quality journals
- iii. More than Two Years of Teaching Experience in our institution.

3.6 IPR Filing Assistance

The faculty are provided financial and filing assistance to submit patents for their innovative ideas or research works.

- i. To encourage, initiate, promote, and protect scientific inventions and research which leads to new products/processes/designs development.
- ii. To provide support from awareness to technology transfer relating to filing in different categories.
- iii. Financial support will be extended for Patent filing with college affiliation only.

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3.7 Incentives for Research Accomplishments:

Faculty members are appreciated with appropriate monetary incentives for their publications in both Web of Science (WoS) and Scopus indexed journals, Patents, Supervisors on award of his/her Scholar's Ph.D. and the fund received from the government agencies for the project proposals.

4. Freedom for Research:

All the faculty members are encouraged to conduct research in the focused as well as interdisciplinary areas of research.

5. Autonomy to the Principal Investigator:

The principal investigators those sanctioned projects from various funding agencies like DST, SERB, UGC, AICTE, MHRD, ICSSR etc., are given full autonomy in executing the project as per the guidelines of the funding organizations and provides additional grants if required.

6. Timely availability or release of the funds:

Principal maintains separate accounts to each project sanctioned by external agencies and institute provides all facilities and maintains timely release of project funds for completion of the project.

7. Adequate infrastructure:

The departments have established research labs with necessary software and computing facilities to carry out research works and are updated as and when required. Central library facilities are enhanced with online national and International reputed journals, digital sources, handbooks, reference books and material related to research activity.

8. Time-off, reduced teaching load, special leave etc. to teachers:

Faculty members working on sponsored research projects from government and non-government funding agencies are given the facility of reduced teaching workload in addition to sanctioning academic leave for attending the workshops/seminars relevant to their research projects and associated works.

9. Promotion of Entrepreneurship and start-up:

The intent of the Start-up Policy is to foster an entrepreneurial and start-up ecosystem by involving students, faculty and professionals from multiple disciplines.

10. Entrepreneurship, Consultancy, and Start-up Management:

The Start-up Policy seeks to set the framework for the involvement of the college Staff and Students in Commercializing college Innovations into products, services and processes. It encourages Staff Members, Students and Visitors to become Entrepreneurs. It also establishes clear rules and procedures for the creation/participation of Staff and Student-led Start-ups.

11. Plagiarism Software for Content Similarity Check:

The institute has subscribed "Turnitin Feedback Studio (TFS)" software that helps to perform the content similarity check of research articles, project proposals, including B.Tech. & M. Tech. Project theses to ensure the high standards of research.

12. Review of the Policy

The policy shall undergo review for every three years. The review shall be made by the College Advisory Board (CAB) and the same shall be submitted to the Governing Body for the approval. The institute is committed to its implementation.

(Dr. K. Appa Rao)
Principal