

- ii) In the cadre of Assistant Professor, one should have a minimum of two years service.
- iii) No staff member shall be sponsored for more than two times in an academic year, including paper presentations and training programmes.
- iv) Professors – 2 Seminars / Conferences / Training programmes with financial commitment and 2 seminars/conferences/Training programmes without financial commitment in one year.
- iv) For delivering guest lectures at institutions, key note lectures, chairing sessions at conferences/symposia etc. on invitation, academic leave is granted without financial assistance for two times in an year for Professors, and one time for other faculty subject to a maximum of four days each time.
- v) Faculty sponsored for Paper Presentations and Training programmes in India will be paid Registration Fee, Second Sleeper charges and DA subject to a maximum Rs.10,000/- in case of IITs, NITs and Government owned Universities/organizations and Rs.5,000/- for others. These will be paid only after giving the presentation in the department and after submitting material to the departmental library, and producing a certificate from the HOD.

For International Conferences held Abroad:

- i) 50% of actual expenses including registration fee or Rs.30,000/- whichever is less will be paid.
- ii) Eligibility: PG qualification, 3 years of experience in this college for a Assistant Professor, 2 years for Associate Professor and 1 year for Professor.
- iii) Only one member will be granted from each department on first come first serve basis in an academic year (July 1st to June 30th).
- iii) Any teacher once avails this is not eligible for the next 3 years.
- v) The financial assistance will be given to one of the authors who will be presenting the paper.
- vi) Academic leave will be sanctioned for journey time and conference days only.

NOTE:

- The financial support and academic leave will be given for full paper presentations only which will appear as full paper in the proceedings and not for papers accepted for poster presentation.
- Participants should produce participation certificate.
- For International Conference in India, the guidelines are as per the other paper presentations in India limiting the payment to Rs.10,000/- or less including all expenses.
- *The financial support given by the organizers shall not be duplicated while claiming registration fee, TA, DA and other allowable expenses.*

6) EPF: Rs.1,800/- per month. College pays its contribution of Rs.1,800/- month if the faculty member pays his contribution.

- 7) Gratuity kind of payment: Faculty with five years of continuous service in the college, are eligible for Gratuity kind of payment subject to a maximum consideration of a monthly salary of Rs.20,500/-. 75% of the Gratuity kind of payment payable to the faculty after 5 years of stay in the college will be paid as interest free loan against Gratuity kind of payment payable and the gap between two loan claims is 3 years.
- 8) Insurance cover for Health (Rs.50,000/- Mediclaim) and Personal Accidents (Rs.1,00,000/-).
- 9) Transport (for Professors): Free Transport for Professors & Concessional Transport for other staff.
- 11) Medical Facilities: Free Medical consultancy and Hospitalization for common ailments: provided through College Medical Centre and two medical officers, one male and the other female officer are appointed and two medical assistants (one male and one female)

12) Incentives for implementation of Quality Document for achieving quality. Since the quality Document defines our policies and mechanisms for achieving quality, the following awards/commendations may be presented to the staff in organizational positions viz. Vice Principals, HODs, Head of the Principal's office, Project officer and other Section Heads.

i) Commendations may be given to all the persons who achieve a certain minimum prescribed percentage for implementation of quality Document.

ii) A rolling shield may be instituted which shall be presented and kept with the leading department every year.

iii) A committee may be formed for the above; i) & ii) with one or two Management

Representatives and at least three Senior Professors who are not Vice Principals or HODs who would formulate a very transparent policy and make the evaluation on a continuous basis

Professional Society Memberships: Besides the present practice of advancing loans for this to the faculty, the faculty who completes five years of service will be given Rs.1,000/- or 50% of the annual subscribing, whichever is less starting with February 2008.

i) Motivational Initiatives: Students

For Students: The College encourages the students with various awards and certificates. Some of these awards are sponsored awards.

Best Outgoing Student: Open for boys and girls: Sri Vallabhaneni Krishna Kutumba Rao memorial award for the Best Outgoing Student, Sponsored by his wife Smt. Vallabhaneni Parvati – carries a Gold medal and a cash award of Rs.10,000/- and a Certificate.

Certificate of Excellence (B.Tech): The college honors the First five Excellent students of each batch with certificates of Excellence.

Best Outgoing Lady Student and Three Merit Certificates (B.Tech): Prof. Koneru Venkata Rajeswara Rao and Smt. K.M.L. Prasunamba award for the Best outgoing lady student, sponsored by Smt. K.M.L. Prasunamba – carries a Gold medal and a cash award of Rs.5,000/- and a certificate.

The college presents merit certificates to the first three meritorious lady students among all braches.

“Prof.Ashok Jhunjhunwala and Sri V.V.R. Seshadri Rao” award worth about Rs.10,000/-shall be given for the best student project with Rural Orientation.

Branch Wise Toppers: Gold medal and three merit certificates:

- a. **ECE:** Sri Musunuri Venkata Rama Rao memorial gold medal, sponsored by his sons Sarvasri Kasi Visveswara Rao, Koteswara Rao and Srinivasa Rao.
- b. **ME:** Sri Kaza Srinivasa Rao memorial gold medal sponsored by his sons Sarvasri Ravi, Venkata Rao and Murali Krishna.
- c. **EEE:** Smt. Vallabhaneni Sowbhagyamma memorial gold medal, sponsored by her brother Sri.V.V.R.Sheshadri Rao.
- d. **CSE:** Smt.Adusumilli Annapurnamma gold medal, sponsored by her grandson Dr. Kolli Chendrasekhara Rao.
- e. **IT:** Sri Uppalapati Sreeramulu memorial gold medal, sponsored by his daughter Dr.Yerneni Ratna Kumari and son-in-law Dr.Yerneni Purnachandra Rao.
- f. **CE:** Sri Surapaneni Parandhamayya and Smt. Surapaneni Anjamma Gold Medal, Sponsored by their son Dr. S. S. Bala Krishna
- g. **MBA:** A Gold Medal sponsored by the college and Merit Certificates to the First Three Meritorious students.
- h. **M.Tech:** Sri Uppalapati Venu Gopala Rao Gold Medal award for the top ranked students of all M.Tech courses.
- i. **I B.Tech Top Ranker:** Sri Jonnadula Rama Krishna Memorial Gold Medal sponsored by his wife Jonnadula Saritha.