Strategic Plan & Salient Taks Accomplished

(2018-2023)

Lakireddy Bali Reddy College of Engineering (Autonomous)

Affiliated to Jawaharlal Nehru Technological University Kakinada Approved by AICTE & ISO 9001: 2015 Certified

Mylavaram – 521 230, Andhra Pradesh

Ph.No: 08659-222933

www.lbrce.ac.in

Strategy	Plan of Action	Salient tasks accomplished
St-1: Good governance	• Inclusion of reputed academicians & industrialists in GB	• An academician, Smt. A. Padmavathi Principal, Government Polytechnic College, Gannavaram is nominated by state government as a member in GB • An industrialist Sri D. Ramakrishna Managing Director, Efftronics Systems Pvt. Ltd., Vijayawada is member in GB.
	• Evaluation of Institute performance and benchmarking	• Systems are in place to prepare, review and evaluate the standards set by accreditation bodies like AICTE, JNTUK, NBA, NAAC and certifying authorities.
	• Establishing better organizational structure	• Well-designed organizational structure is in place.
	• Leadership expansion through decentralization	• Decentralization of leadership is done in all three categories of academics, administration, and research.
	• Strengthening the performance appraisal System	• Performance Appraisal System is in place to assess the performance of faculty

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St-2: Teaching-learning process	• Academic planning and implementation as per OBE	• Academic calendar is in place to guide various activities in each semester • Course, programme outcomes are assessed in every academic year in line with OBE philosophy.
	• Increasing choices in Choice Based Credit System (CBCS)	• Choice Based Credit System (CBCS) is in place from second year of R17 Regulations and is continued in R20 Regulations.
	• Expanding the usage of ICT tools, e- learning resources and in-house course material	• Learning management system (LMS) will supplement all the course material relate to class work, assignment, internal and semester end examination question papers.
	• NPTEL/MOOCS online certification courses	• Students are encouraged to do NPTEL/MOOCS and due consideration in credits as per R17 and R20 Regulations. • Both faculty and students are motivated to obtain the NPTEL online certifications.
	• Regular feedback system for theory and practical courses	• Feedback for all theory and practical courses is collected twice in each semester to assess the quality of teaching-learning process.
	• Periodic Internal & External academic audits	• Internal auditing twice a semester is conducted for all the programs. • External Academic and Administrative Audit (AAA) is conducted once in an A.Y.
	• Monitor accomplishments of faculty through self-appraisal forms	• Self-appraisal forms for all the faculty in an academic year are collected and assessed by Academic Performance Evaluation Committee (APEC).
	• Conduct special pedagogy training at regular intervals	• IQAC plans for the special pedagogy training before the commencement of the academic year

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St-3: Research and Development	• Effective utilization of Advanced Research Labs	• Nine advanced Laboratories across various departments are effectively utilized by both faculty and UG students for the conduction of project works and paper publications.
	• Provision of Seed Money and Financial Assistance	• Seed money is provided to carry out minor research projects for the motivation of faculty. • 3.50 Lakhs in F.Y:2022-23, 3.85 Lakhs in F.Y:2021-22, 3.85 Lakhs in F.Y:2021-22, 1.65 Lakhs in F.Y:2020-21; 3.7 Lakhs in F.Y:2019-20; 11.6 Lakhs in F.Y:2018-19.
	• Incentives for R & D Achievements	• To encourage the entire faculty towards the research publications /patents, innovations etc., incentives are provided every academic year. 8.63 Lakhs for the A.Y.:2021-22, 6.14 Lakhs for the A.Y.:2020-21, 6.56 Lakhs for the A.Y.:2019-20; 3.46 Lakhs for the A.Y:2018-19. H-index of the institute, citations, patents, and publications increased significantly.
	• Fund generation through Project proposals	• The fund generated through project proposals in the period 2018-22 is as follows. 26.51 Lakhs in F.Y.: 2022-23; 37.98 Lakhs in F.Y: 2021-22; 26.73 Lakhs in F.Y: 2020-21; 51.56 Lakhs in F.Y: 2019-20; 4.84 Lakhs in F.Y: 2018-19.
	• Apply for Government/ other funding recognitions	• We have a practice to apply project proposals to Govt. of India & Non-Govt. funding agencies like DST, UGC, AICTE, ARDB, IE(I), etc.
	• Collaborations with IITs & other Govt. research organizations	• In collaboration with outside academicians/researchers our faculties are involved in publications and project works. • MoUs with private and Governmental Institutions provide a platform for interactions with outside academicians and researchers.

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St-4: Internal Quality Assurance System through IQAC	• Strengthening of IQAC activities	• Both internal and external audits in place to check the standards in line with the requirements of OBE.
	• Educating & Training of all employees on quality parameters	• Regular programs on pedagogy techniques, curriculum development and OBE philosophy are organized.
	• Periodic check & guidance for ensuring quality	• Faculty performance index (FPI) is calculated for the entire faculty to check the standards and suggest improvements and provides suitable training programs.
	• Identifying best practices and implementing them	• We are implementing the Best Practices.
	• AQAR preparation & submission regularly	• AQAR preparation, submission and website posting practice is in place

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St-5: Institute – Industry Interaction	• Industry-institute interaction cell to monitor internships, visits, trainings, feedback on curriculum and guest lectures.	• Industry Institution Interaction Cell is in place.
	• *Increasing MoUs with industries/premier institutions*	• 5 MoUs in A.Y.:2022-23; 9 MoUs in A.Y.:2021-22; 7 MoUs in A.Y.:2020-21; 4 MoUs in A.Y.:2019-20; 2 MoUs in A.Y.:2018-19.
	• Formation of Advisory Board with Industry members	• Industry-Institute Interaction Cell (IIIC) is established with expert members from industries.
	• *Establishing more centers of excellence*	• CM's Skill Excellence Centre-APSSDC; NI LabVIEW Centre of Excellence established and are in active mode.

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St-6: Financial management	• Implementation of well framed financial policy	• Well-framed financial policy is in place.
	• Department wise budget planning & Expenditure management	• Before the commencement of the financial year, the proposed annual budget will be submitted by HoD to the Head of the Institution. • Financial committee sanctions annual budget and based on proposed requirements and funds availability. • Financial expenditures are all documented and audited.
	• Periodic Internal/ External Audits	• Internal financial audit at every quarter is conducted. • External statutory auditors shall visit the college office twice a year.

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St-7: Staff Development & Welfare	• Effective implementation of recruitment policy	• On identification of vacancy position as per the norms, national-level call for recruitment of faculty followed by face-to-face interview is carried out.
	• Self-Appraisal system	• Well-structured format covering Academic, research and administration is in place.
	• Well specified code of conduct & service rules	• Well-defined code of conduct and service rules for employees are in practice.
	• Rewards, recognitions and incentives	• Cash incentives for paper publication, sponsored projects and f patents. Best teacher recognition for every academic year is announced.
	• Support for research, consultancy, innovations	• Seed money provision, financial support for participating in national and international conferences, and special leave provision to carry our PhD work in other recognized institutions are the forums of support offered to our faculty.

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St-8: Student Development and Participation	• *Skill Development Centers*	• Training programs organized for the faculty members by E-BOX, WIPRO, Infosys, CISCO, AWS and Blueprints to impart necessary skills after successful certification. • Certification programs and trainings are arranged in association with CM's Skill Excellence Centre-APSSDC, DASSAULT SYSTEMS-3D Experience Centre and ANSYS skill development centre, Applied Robot Control (ARC) Lab.
	Students representation in Committees / Clubs / Associations	• Students are actively involved in planning and decision-making as they were also members in various committees /clubs/ associations.
	Conduct of Annual Technical Symposium	• It is Annual Practice in the Institute to conduct at least one technical symposium (LAKSHYA).
	Rewards & recognitions of achievers and Scholarships	• Cash Prize for Academic Toppers • Cash incentives for the 100% attendance holders
	Mentoring system	• Mentoring system is in place to identify the students with specific problems in areas of technical/psychological backgrounds and will be given counsel and necessary support by the allotted faculty members.
	Innovation, Incubation and Entrepreneurship Activities	• Through the established Incubation, Entrepreneurship, and Innovation cells, students are motivated to participate in co-curricular and extracurricular activities like model exhibitions, presentations, and Innovations by providing technical support as well as supporting innovative projects initiatives with necessary funds.

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St-9: Alumni Interaction	• Database creation, Regular interactions with alumni and networking all activities	• Sharing meaningful information with our Alumni. • Sharing College activities to surcharge our relationships. • Seeking inputs on current practices and their possible incorporation in curriculum.
	• Recognition of successful alumni	• Acknowledging and appreciating the success of our alumni in various fields and maintaining rapport with them to motivate similarly inclined students.
	• Leverage for guest lecturers / internships / placements	• A platform is created for a meeting of successful alumni to motivate the current students at Institute and share their experiences of achieving success in the relevant fields. • Exploring the opportunities for internship and placements through the network of successful alumni.
	• Brand ambassador	• Alumni working in prestigious organizations are selected as Brand Ambassador.

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St-10: Community Services and Extension Activities	• Identify nearby villages for adoption and providing solutions to local issues	• Our NSS team rendered significant services during every academic year through different campaign programs for the adopted village Ganapavaram. • *NSS officer of LBRCE received the National service scheme award for the year 2019-20 from the **Hon'ble President of India** on the occasion of National Service scheme day.*
	• Provide vocational training / job-oriented training as per local needs at the institute	• Skill-oriented training programs being conducted through *Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and institute level also.*
	• Educational support to school students	• Distribution of educational materials and prizes to school children on special days of National and International importance
	• Conducting awareness camps	• 8 programs in A.Y.: 2022-23*; 4 in A.Y.: 2021-22; 3 in A.Y.: 2020-21; 8 in A.Y.: 2019-20; 3 in A.Y.: 2018-19. • Awareness programs like, Traffic Rules and helmet usage, health, environment protection, Swatch Bharat, fire safety, anti-ragging, usage of EVM and VVPAT etc were conducted.

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St-11: Accreditations and Rankings	• Formation of a committee	• A separate expert core committee is in place for reviewing continuous quality improvement of the Institute participation in NBA, NAAC accreditations. • A separate expert core committee place for reviewing and continuous quality improvement of the Institute participation in NIRF and other well recognized rankings.
	• Criterion wise work division for members	• For both NAAC and NBA accreditations Criterion wise Coordinators will monitor and collect the database across all the disciplines / programs.
	• Verification of reports by external experts	• External experts Dr. A. Venu Gopal, Professor, Mechanical Engineering, NIT. Warangal, Dr. A. Subbarami Reddy, Professor, Department of ECE, JITS, Karimnagar are the auditors who will review Internal audit reports and conducts Academic and administrative audit once in every academic year.
	• Planning and Submission	• Core committee responsible for the planning and submission of the reports for all the accreditation and rankings.