



Dr. LANKAPALLI BULLAYYA COLLEGE OF ENGINEERING

The Society For Collegiate Education

Affiliated to Andhra University, Approved by AICTE

52-14-75, Resapuvanipalem, Visakhapatnam - 530 013.

Ph : Off : 0891-2703293, 2703296

Email : principal@lbce.edu.in Website : www.lbce.edu.in

6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

Performance Appraisal System:

The institution has been collecting the Performance Appraisal from teaching faculty members at the end of the academic year. The Performance Appraisal form or Self Appraisal form consists of the parameters related to Teaching and Learning, Research development activities, Students Support and Student Progression duties, Continuing Education, Administrative Duties. After the self assessment by the faculty members, the Performance Appraisal form shall be evaluated by Assessment Committee, which will be based on the verification of the proofs. The report shall be submitted to the Principal.

Welfare measures:

The Institution has been implementing welfare measures to both Teaching staff and Non-Teaching staff. It has been providing Employee Provident Fund for Teaching staff and ESI for Non-Teaching staff. Institution also provides Group Health Insurance to all the staff members as per Insurance guidelines. Institution provides Gratuity to the staff members, who completes a minimum of Five years service. The Institution provides maternity leaves for female teaching staff members.

The following are the welfare measures:

Teaching Staff:

1. Leaves
2. Employee Provident Fund (EPF)
3. Group Health Insurance
4. Gratuity
5. One month salary is offered for Women faculty members during Maternity Leave

Non-Teaching Staff:

1. Leaves
2. ESI
3. Group Health Insurance
4. Gratuity

Vacation:

The faculty and staff members of the college are eligible for vacation during summer as per university Rules.

Types of Leaves

- Casual Leave
- Medical Leave
- Maternity Leave

Ten Casual Leaves per one year are permitted to all the teaching and Non- Teaching Staff members.

Seven Medical Leaves per one year are permitted to all the teaching and Non- Teaching Staff members subject to the submission of the Medical Certificate from the Doctor.

Female staff members are eligible for thirty Days paid Maternity Leave. But they will be given six months Maternity Leave without pay. Their service shall be considered.

Avenues for career development/progression:

1. Sponsorship to attend Faculty Development Programmes, Seminars, Workshops
2. Sponsorship to attend Conferences
3. Cash incentive for Membership Registration Fee of Professional Bodies



Faculty Performance Appraisal Form

Academic Year	2022 - 2023
Name of the Faculty Member	Dr. K. ANURADHA
Qualification	M.Sc (App Stat), Ph.D., M.Tech (IT), Ph.D., M.I.E, M.I.S.P.S.
Designation	Assistant Professor
Department	CSE
Email	9908566636 kamuradha@lbce.edu.in
Phone Number	9908566636
ID Numbers	Vidwan ID: 238526 Orcid ID: 0000-0002-9004-5792 Scopus Author ID: 57191618370 Google Scholar ID: 9702990AAA Web of Science Researcher ID: AAX-2603-2021
Number of Publications (Journals, Conference Proceedings)	National Journals: International Journals: 2 National Conferences: International Conferences: 1
Books published/ Book chapters in edited volumes published	2

Note: Data and Proofs for the current Academic Year only will be considered.

The Maximum Points for each Parameter is Ten.

Enter the points for each parameter under the Self Appraisal Points column.

Submission of documentary proof is mandatory.

Assessment Committee Evaluation will be based on the verification of the proofs

S.No	Parameter	Self Appraisal Points	Assessment Committee Evaluation
Teaching and Learning (100)			
1	Add on /Certificate /Value added programs conducted/acted as resource person Data visualization with TABLEAU	10	10
2A	Student Mentor/Counsellor duties offered (I Sem) (5P) AI III/IV	5	5
2B	Student Mentor/Counsellor duties offered (II Sem) (5P) DWDM III/IV	5	5
3A	Implementation of Student centric methods in Teaching (I Sem) (5P) Quiz, projector	5	5
3B	Implementation of Student centric methods in Teaching (II Sem) (5P) Quiz, projector	5	5
4A	Educational content development (Videos, PPTs, E-Books, E-Notes) (I Sem) (5P) PPTS	5	5
4B	Educational content development (Videos, PPTs, E-Books, E-Notes) (II Sem) (5P) PPTS	5	5
5A	Remedial Classes conducted for Slow Learners (I Sem) (5P) III/IV (AI)	5	5
5B	Remedial Classes conducted for Slow Learners (II Sem) (5P) III/IV (DWDM)	5	5

6	Guidance for Project work (If the work is published in a reputed Journal 10 Points; Otherwise 5 Points) 2 projects	5	5
7	Guidance for field work/ Internships/Industrial visits of students NISPL	5	5
8	Guided students for completion of MOOC programs like SWAYAM, NPTEL (Acted as Mentor) Data Science for Engineers Jan-April 2022	5	5
9A	Student Results obtained in First Semester (Maximum Five Points) 40% to 50%-1 P; 50% to 60%-2 P; 60% to 70%-3 P; 70% to 80%-4 P; 80% to 100%-5 P 80-100%	5	5
9B	Student Results obtained in Second Semester (Maximum Five Points) 80-100%	5	5
10A	Course File prepared and Attainment of COs is evaluated (I Sem) 5P AI III/IV	5	5
10B	Course File prepared and Attainment of COs is evaluated (II Sem) 5P DWDM III/IV	5	5
Research development activities (80)			
11	Grants received from Government and non-governmental agencies for Research Projects/R&D consultancy services offered		
12	Patents filed, published -1	10	10
13	Workshops/seminars on Research Methodology, Intellectual Property Rights (IPR) and Entrepreneurship conducted/acted as a Resource person		
14	Research papers published in the Journals notified on Scopus/UGC Care List -2	10	10
15	Books published/Book chapters in edited volumes published -2	10	10
16	Papers published in National/ International Conference Proceedings -1	10	10
17	Ph.D Guidance		
18	Played Role as Resource Person/Invited Speaker/Conference Chair/ Judge/ Member/Reviewer in Editorial Boards of Referred Journals		

Students Support and Student Progression duties (80)			
19	Organised Extension activities in the neighborhood community, sensitizing students to social issues, for their holistic development		
20	Conducted Extension and outreach Programs such as Swachh Bharat, AIDS awareness, Gender issues etc in collaboration with industry, community, and Non-Government Organizations through NSS/ NCC and other Departments/Units		
21	Conducted Capacity building and skills enhancement initiatives/ Acted as expert A) Soft skills B) Language and communication skills C) Life skills (Yoga, physical fitness, health and hygiene) D) ICT/computing skills	10	10
22	Training for Competitive Examinations (Eg: GATE/CAT/ GMAT/GRE/ TOEFL/JAM/ CLAT/NET/ SLET/Civil Services/State government examinations)		
23	Training for Placement of students offered which includes conducting Mock Interviews, Group discussions and imparting company specific domain knowledge.		
24	Guidance for Career Counselling/Higher Education offered	10	10
25	Guidance for Cultural activities/Sports provided	10	10
26	Alumni Association Activities conducted	10	10
Continuing Education (40)			
27A	Student Feedback on Teacher Performance (I Sem) 5P 40% to 50%-1 P; 50% to 60%-2 P; 60% to 70%-3 P; 70% to 80%-4 P; 80% to 100%-5 P	5	5
27B	Student Feedback on Teacher Performance (II Sem) 5P	5	5
28A	Qualified in NET/SET/SLET/GATE (Five Points)		
28B	Membership in Professional Societies (Five Points)	M-I-E M-I-S-P-S 5	5
29	Online MOOC programs like SWAYAM, NPTEL completed Business Analytics & Text Mining Modeling using Deep learning, Statistical Learning for Regression Analysis	10	10
30	Faculty development Programmes (FDP), Professional Development Programmes/ Administrative Training Programmes/Workshops attended "Teaching learning Methods for outcome based education"	10	10

Administrative Duties (100)			
31	Awards/Honours/Fellowships/Recognitions received/ Editor of College News Letter/College Magazine (Member of College News Letter/College Magazine committee- 5 P) "NPTEL STAR"	5	5
32	Head/Co-Ordinator/Member of Statutory Committees/ Institutional Administrative Bodies/Department Co-Ordinators (Head of Department/Committee Co-Ordinators (College Level)- 10 P Member of College Level Committees/Department Co-Ordinators-5P (If any Faculty is Member of Two or more College Level Committees/ Department Co-Ordinators, he/she will get 10 Points)	5	5
33	Acted as BOS Member/ contribution to curriculum planning/ Delivered Guest Lectures/ Acted as Question Paper setter		
34	Examination/Evaluation/Viva-Voce duties performed (Internal/External)	10	10
35	Funding Received for FDPs/Faculty development Programmes (FDP), Professional Development Programmes/ Administrative Training Programmes/Workshops organised/acted as Resource person DL, Statistical Learning for RA BAGT USING PYTHON	10	10
36	Professional Society Activities Organised		
37	Conducted Internal Academic Audit/Financial Audit/Green Audit/ Environment Audit/Energy Audit		
38	Organized National and International commemorative days, events and festivals/ Initiatives for inclusive environment, gender equity	10	10
39	Green Campus initiatives organized/Awareness Sessions conducted	10	10
40	Accreditation work performed	10	10
Total Points		270	270


Faculty Member


Member-Assessment Committee


Principal



Dr. Lankapalli Bullayya College of Engineering
(Affiliated to Andhra University)
Resapuvanipalem, Visakhapatnam-13.

INTER OFFICE COMMUNICATION

FROM The Principal Dr L B College of Engineering	TO Mrs G. Kavya, Asst Professor, Computer Science & Engineering
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DLBCE/Admn-Staff –Long leave/2022-23

Dtd: 14-03-2023

Sub: Establishment – Teaching Staff- Mrs G Kavya, Assistant Professor, CSE Department --
Dr Lankapalli Bullayya College of Engineering- Letter of Request for extension of leave
Dtd: 10- 03-2023 –Reg.

Ref: Your Submission dtd:10-03-2023

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With reference to your request cited above, I am by direction to convey that your request for extension of Maternity Leave for a further period of two months i.e. from 1-5-2023 to 30-6-2023 is granted by the Management.

You are hereby informed to report back to duties after availing the sanctioned leave, with prior approval of the Secretary & Correspondent.


(Prof.D. DEEPAK CHOWDARY)
PRINCIPAL

c.c to
HOD (CSE)
Administrative Officer
The Secretary & Correspondent for favour of information.

Dr. LANKAPALLI BULLAYYA COLLEGE

VISAKHAPATNAM -530 013

INTER OFFICE COMMUNICATION

LBC/IOC/Feb/04/2020, dt.06.02.2020.

From:
The Director, AC & CA

To:
The Principal,
Dr. Lankapalli Bullayya College of
Engineering for Women.

Ref: Establishment-Teaching Staff-Smt. K.Lalitha, Asst. Professor
in ECE Department - Request for grant of maternity leave
dt.06.02.2020 - reg.

* * *

With reference to the above, I am by direction to inform that your request for grant of maternity leave for the period from 01-04-2020 to 30-11-2020 is granted by the management.

You are informed to report to duties after availing the sanctioned leave to the Principal, Dr. Lankapalli Bullayya College of Engineering for Women.



Director-Academics & Admn.

Communicated to:
Smt. K.Lalitha, Assistant Professor, Dept. of ECE.

Copy submitted to -
The Secretary & Correspondent for f/o information.

Dr. LANKAPALLI BULLAYYA COLLEGE

VISAKHAPATNAM -530 013

INTER OFFICE COMMUNICATION

LBC/IOC/Dec /12/2019, dt.20.12.2019.

From:
The Director, AC & CA

To:
The Principal,
Dr. Lankapalli Bullayya College of
Engineering (for Women),
VISAKHAPATNAM.

Ref: Establishment-Teaching Staff-Smt. A.Harshitha, Asst. Professor
in Civil Engineering Department - Request for grant of
maternity leave dt.20.12.2019 - reg.

* * *

With reference to the above, I am by direction to inform that your request for grant of maternity leave for the period from 1st February, 2020 to 30th June, 2020 is granted by the management.

You are informed to report to duties after availing the sanctioned leave to the Principal, Dr. Lankapalli Bullayya College of Engineering for Women.


Director-Academics & Admn.

Communicated to:
Smt. A. Harshitha, Assistant Professor, Civil Engineering Department,

Copy submitted to -
The Secretary & Correspondent for f/o information.

Received
A. Harshitha
7/01/2019.

**Dr. LANKAPALLI BULLAYYA COLLEGE OF
ENGINEERING (FOR WOMEN)**

VISAKHAPATNAM -530 013

INTER OFFICE COMMUNICATION

LBC/IOC/JUNE/04/2020, dt.29.06.2020.

From:
The Principal,
Dr.L.B.College of Engineering
(for Women)

To:
Smt. A.Harshitha,
Asst.Professor,
Dept. of Civil Engineering.

Ref: Establishment-Teaching Staff-Smt. A.Harshitha, Asst. Professor
in the Department of Civil Engg - Request for grant of
extension of leave dt.26.06.2020 - reg.

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With reference to the above, I am by direction to inform that your request for grant of extension of leave for the period from 01-07-2020 to 30-06-2021 is granted by the management.

You are informed to report to duties after availing the sanctioned leave to the Principal, Dr. Lankapalli Bullayya College of Engineering for Women.


PRINCIPAL

Copy to:

The Secretary & Correspondent for f/o information.
The Administrative Officer, Dr.Lankapalli Bullayya College.

Dr. LANKAPALLI BULLAYYA COLLEGE

VISAKHAPATNAM -530 013

INTER OFFICE COMMUNICATION

LBC/IOC/12/2019, dt.06.12.2019.

From:
The Director, AC & CA

To:
The Principal,
Dr. Lankapalli Bullayya College of
Engineering (for Women).

Ref: Establishment – Teaching Staff – Smt. Karri Sruthi, Assistant Professor. Department of Civil Engineering, Dr.L.B.College of Engineering (for Women) – Request for grant of maternity leave dt.06.12.2019– Reg.

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With reference to the above, I am by direction to inform that your request for grant of maternity leave for the period from 01.02.2020 to 30.06.2020 is granted by the management.

You are informed to report to duties after availing the sanctioned leave to the Principal, Dr.Lankapalli Bullayya College of Engineering (for Women).


K.SATYANARAYANA
Director-Academics & Admn.

Communicated to:
Smt. Karri Sruthi, Assistant Professor, Dr.L.B.College of Engineering (for Women).

Copy submitted to –
The Secretary & Correspondent for f/o information.

Dr. LANKAPALLI BULLAYYA COLLEGE
VISAKHAPATNAM -530 013

INTER OFFICE COMMUNICATION

LBC/IOC/02/2018, dt.23.08.2018.

From:
The Director, AC & CA

To:
The Principal,
Dr. Lankapalli Bullayya College of
Engineering (for Women)

Ref: Establishment – Teaching Staff – Mrs. M.Sravani, Assistant
Professor, Department of E.C.E., Dr.Lankapalli Bullayya College of
Engineering (for Women) – Request for grant of maternity leave
dt.16.07.2018 – reg.

* * *

With reference to the above, I am by direction to inform that your request
for grant of maternity leave for the period from 22.10.2018 to
30.06.2019 is granted by the management.

You are informed to report to duties after availing the sanctioned leave to
the Principal, Dr.Lankapalli Bullayya College of Engineering (for Women).


Dr. K. SATYANARAYNA
Director-Academics & Admn.

Communicated to:
Mrs. M.Sravani, Assistant Professor, Dept. of E.C.E.

Copy to Principal, Dr.Lankapalli Bullayya College of Engineering (for
Women).

Copy submitted to –
The Secretary & Correspondent for f/o information.

Dr. LANKAPALLI BULLAYYA COLLEGE

VISAKHAPATNAM -530 013

INTER OFFICE COMMUNICATION

LBC/IOC/Nov/01/2018, dt.30.11.2018.

From:
The Director, AC & CA

To:
The Principal,
Dr. Lankapalli Bullayya College of
Engineering for Women.
Visakhapatnam.

Ref: Establishment - Teaching Staff - Smt. P. Siva Priya, Assistant Professor, Department of ECE - Request for grant of extension of leave on medical grounds dt.15-11-2018.

* * *

With reference to the above, I am by direction to inform that your request for grant of extension of leave on medical grounds on loss of pay with effect from 01-12-2018 to 30-06-2019. Rejoining is subject to vacancy position and approved by Secretary & Correspondent.

You are informed to report to duties after availing the sanctioned leave as per norms.



Director-Academics & Admn.

Communicated to:

Smt. P. Siva Priya,
Asst. Professor, Department of ECE,
Dr. Lankapalli Bullayya College of Engineering for Women.

✓ **Copy to:** The Principal, Dr. Lankapalli Bullayya College of Engineering for Women.

Copy submitted to -

The Secretary & Correspondent for f/o information.



कर्मचारी भविष्य निधि संगठन
Employees' Provident Fund Organization

भविष्य निधि भवन, १४, भीकाजी कामा प्लेस, नई दिल्ली - ११००६६
Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110066

Generated On 01/02/2023 10:12:

Payment Confirmation Receipt

TRRN No :	1242301010975
Challan Status :	Payment Confirmed
Challan Generated On :	31-JAN-2023 11:42:01
Establishment ID :	GRVSP0027095000
Establishment Name :	DR. LANKAPALLI BULLAYYA COLLEGE
Challan Type :	Monthly Contribution Challan
Total Members :	358
Wage Month :	JAN-2023
Total Amount (Rs) :	11,48,875
Account-1 Amount (Rs) :	7,23,744
Account-2 Amount (Rs) :	22,977
Account-10 Amount (Rs) :	3,79,168
Account-21 Amount (Rs) :	22,986
Account-22 Amount (Rs) :	0
Payment Confirmation Bank :	Union Bank of India
CRN :	026310123194590
Payment Date :	31-JAN-2023
Payment Confirmation Date :	Not Available
Total PMRPY Benefit :	0

No
Özkan

[Signature]





ESIC
Employees' State Insurance Corporation

Insurance

0

Monthly Contribution > Online Challan Form

Transaction Details		* Required Fields
Transaction status:	Completed successfully.	
Employer's Code No:	70000345920001303	
Employer's Name:	The Society for Collegiate Education	
Challan Period:	Jun-2023	
Challan Number :	07023123282059	
Challan Created Date	01-07-2023 11:36:32	
Challan Submitted Date	01-07-2023 11:37:02	
Amount Paid:	49655	
Transaction Number:	CPACWJOU67	
Print Close		

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