Viswambhara Educational Society
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VAAGDEVI DEGREE & P.G. COLLEGE
An Autonomous Organization
Accredited by NAAC with 'A' Grade
(Approved by A.I.C.T.E., New Delhi & Affiliated to Kakatiya University)
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# RESEARCH PROMOTION & INCENTIVE POLICY

Viswambhara Educational Society established on 3rd April, 1993 is one of the largest multi-faculty, multi-campus organizations in Telangana state, India. It has created a very laudable track record of academic achievements since its inception, managing several colleges in various disciplines including - Engineering, Pharmacy, M.B.A, M.C.A, Physiotherapy, Education, Physical Education,Paramedical and Nursing apart from conventional Degree & P.G Colleges, in and around Warangal. Amongst them, Vaagdevi Degree & P.G College, (VDPGC), Hanamkonda (AUTONOMOUS, Affiliated to Kakatiya University, Warangal, Established in 1993); it is one among the pioneering institutions in the region of Northern Telangana offering multidimensional Professional and Non-Professional courses both at UG & PG level.

## PREAMBLE

Research and Development (R&D) stands as the cornerstone of academic institutions, serving as a catalyst for innovation, knowledge advancement, and societal progress. A strong research output suggests a vibrant academic environment, effective teaching, and a capacity to innovate and contribute. Vaagdevi Degree and PG College is committed to the pursuit of excellence in academics and research and aim to achieve international recognition through interdisciplinary, inter-institutional and industry-academia collaborative research programmes. To accelerate the growth and to motivate the Faculty and Students for their consistent deliverables and outstanding accomplishments, a policy on research promotion and incentives is formulated and is implemented with effect from 01st July, 2025 and valid for a period of one year.

This research policy solely belongs to **Vaagdevi Degree and PG College** and is implementable in all the departments of the institution. The R&D committee of institution and each individual department Heads are responsible for the academic research and development activities of their department.

## OBJECTIVES

- **To establish world class research culture, ambiance and infrastructure and to instill, inculcate and promote research aptitude in faculty and student fraternity.**
- To nurture a conducive environment for undertaking socially useful, translational research with potential for commercialization.
- To promote collaborations with premier institutions/organizations, interdisciplinary research, consultancy services, incubation of ideas and start-ups.
- To encourage and facilitate the publication of research work/projects in reputable conference proceedings and peer-reviewed National and International journals with high impact factors that are indexed in SCI/PubMed/Scopus/Web of Science and have an ISBN or ISSN.
- To pursue efforts to write Scopus-indexed Books, Book Chapters or Monographs for publication by International and National publishers of repute, having ISBN.
- To encourage creativity in the minds of faculty members, so that they make original contributions by the way of products, concepts etc. and obtain patents.
- To create awareness & assist faculty and students on various funding opportunities available in Government/Private organizations in India and Abroad and encourage them to submit proposals and secure funded research projects.
- To continuously monitor the research progress/outputs of faculty and students working on various projects, for ensuring quality by appropriate committees and to offer incentives for the publications, patents, research projects etc.
- To encourage our members to attend faculty and professional development programs like Conferences, Seminars, Workshops, ShortTerm Training Programs(STTPs) etc., organized by other institutes sponsored by UGC/DST/DBT/BIRAC/CSIR/INSA/TAS/TSCHE and other government and private bodies.
- To encourage the various departments of each institution in organizing National and International conferences,Smart India Hackathon (SIH) based conferences and workshops for minimum 3 days, Symposia, Seminars, Workshops, Faculty Development Programs (FDPs) &STTPs etc.
- To establish MOUs with various industries and strengthen Industry-academia collaboration.
- To motivate our faculty members to receive State, National and International awards/recognitionsfrom reputed organizations.
- To offer financial support to encourage faculty members to carryout innovative research and prove/test their conceptual ideas by granting seed money on merit of the proposal basis and discretion by the evaluation committee.

- To offer awards to the faculty members, having granted patent,scopus-indexed books/chapters, annual highest impact factor publication, annual highest number of publications and carrying out highest value externally funded research project.
- To reward the best department/SIG (Special Interest Group) with more number of research outcomes.

## PRINCIPLE GUIDELINES OF RESEARCH PROMOTION & INCENTIVE POLICY

- Every researcher, including students and faculty, should have the freedom to choose the topic of their study. To promote openness and transparency in research, the findings should be disseminated to the research committee, other researchers, and co-workers.
- Research endeavors must adhere to professional ethics concerning human health, safety, privacy, and other rights.
- **The complete name of the institution should be explicitly included as primary affiliation and acknowledged in all publications, and other research project outcomes.**
- **The institution owns the intellectual property (IP) resulting from all research produced on campus.**
- **Applicant in all Intellectual Property Rights (Patents/Trademarks/Copyrights etc.) should be the Institution and the faculty members who conceived and developed the invention should be listed as the inventors.**
- Research output will be considered as one of the criteria for faculty recruitment and promotion along with other academic requirements.
- **Plagiarism or similarity index of < 10% by advanced version of Turnitin software has to be strictly practiced while drafting project theses, manuscripts, books, book chapters, research grant proposals, patent applications etc.**
- The incentive/sponsorship for research to an employee is purely based on the submitted evidence along with the application.
- It is the responsibility of the faculty member to produce evidence of having published a paper in the refereed journal and the impact factor of the journal. He/She has to produce a printed copy of the SCOPUS or other evidence and the HOD should attest the same and forward to R&D cell. Same is applicable for Patents, Books, and Book Chapters etc.
- Any proven misuse of the grant will be viewed seriously, and disciplinary action will be initiated against the teacher concerned.
- Publications in Predator Journals are not acceptable by the institution and are not eligible for any incentives.

## RESEARCH PROMOTION SUPPORT SCHEMES

Faculty members and students of the institution are recognized for their research work and encouraged further. Incentives are offered for publications in scientific journals, contribution to text books/monographs, funded projects and patents. Also, the institution encourages the faculty members to carryout preliminary/pilot research work by providing the seed money grant. Partial financial support is provided to faculty members attending national and international conferences in India and Abroad.

### A. Incentives For Journal Publications

- Each faculty member will be required to publish research papers in Google Scholar/EMBASE/DOAJ indexed journalsor Scopus, Web of Science (WoS), PubMed,SCI or other databases each calendar year.

  ***i.Professors and Associate Professors:*** 01 (SCI/PubMed/Scopus/WoS); 02 (other indexed journals)

  ***ii.Assistant Professors:*** **02**

- A collaborative research paper written by two or more faculties will be regarded as a proportionate goal accomplished, and the authors will need to publish more research papers either individually or jointly to meet the annual target of papers.
- In order to enhance research culture in the institution through Quality Publications, following reward guidelines are being implemented:

| Journal Indexing/Quartile Range | Quality | ABDC Journal Quality Rating | Type of Publication | Reward for First Author | Reward for Second/ Corresponding Author |
|---|---|---|---|---|---|
| SCI/PubMed/Scopus/WoS **Q1** | Extremely high | **A*** | Research/Case Study Report | Rs.20,000 | Rs.8,000 |
| | | | Review | Rs.8,000 | - |
| SCI/PubMed/Scopus/WoS **Q2** | High | **A** | Research/Case Study Report | Rs.15,000 | Rs.5,000 |
| | | | Review | Rs.5,000 | - |
| SCI/PubMed/Scopus/WoS **Q3** | Medium | **B/C** | Research | Rs.10,000 | Rs.3,000 |
| | | | Case Study Report | Rs. 3,000 | - |
| SCI/PubMed/Scopus/WoS/ESCI **Q4** | Acceptable | **D** | Research | Rs.5,000 | Rs.1,000 |
| Peer-reviewed, Google Scholar/EMBASE/DOAJ indexed Journals having ISSN&DOI | Acceptable | **D** | Research | Rs.2,500 | - |

***For Paid Journals only 50% incentive will be provided for Q1-Q4 publications.**

- Incentives are fixed high for the research articles published in Science Citation Index (SCI)/PubMed/Scopus/Web of Science (WoS) Journals. This is to motivate the faculty members to publish their research articles in such standard journals, preferably Unpaid (Subscription-based).
- **Publications should be indexed, mere acceptance is not eligible for incentives.**
- If more than one corresponding author is present in a publication, both belonging to Vaagdevi group of institutions, then they will have to share the respective % incentive.
- **The affiliation should be Vaagdevi Degree and PG Collegeto avail the reward amount.**
- Only published articles with volume/issue/page numbers will be considered for incentives.
- In an academic year, for incentives a maximum of 2 articles/journal are acceptable. Publishing more than 2 articles in the same journal will not be considered.

## B. Journal Publication Support Grant

Requests for publishing fees/article processing charges from faculty members will be taken into consideration in an effort to motivate them to publish in high impact journals (Q1, Q2 Journals).

- **In addition to the incentive amount, institute shall provide the following Article Processing Charges (APCs)for high-quality, high-impact factor (IF>5) Open Access Publications on case to case basis,provided publication guarantee is needed and the affiliation is Vaagdevi Degree and PG College and they are verified well by Clarivate Master Journal List or Scopus or WoS Journal Info websites (including coverage period) at the time of publication, to ensure their authenticity.**

| Quartile Range | ABDC Rating | Article Processing Charges |
|---|---|---|
| Q1 | A* | Up to Rs.35,000 |
| Q2 | A | Up to Rs.20,000 |

- For Q1/A* publications, APCs above Rs.35,000/- may be considered on case to case basis. Authors need prior permission for reimbursement but institution will still pay the required incentive amount.
- In collaborative publications with other premier institutions/organizations, 50% of APCs will be provided by the Management, provided if first author and corresponding author are from Vaagdevi Degree and PG College.
- The applicant should be the first author or corresponding author of the article for which APC payment request is being applied for.
- The Quartile range (Q1/Q2/Q3/Q4) and ABDC (Australian Business Deans Council) rating will be verified for incentives/APCs and hence authors should check them well and publish accordingly.
- APCs for publications covered under external funded projects and ONOS (One Nation One Subscription) will be subjected to verification process and decided.

- **Article Processing Chargesshall be reimbursed with prior approval, a verified receipt (proof of payment) and acceptance letter.**
- **Reimbursement requests should be submitted within 15 to 30 days of payment.**
- **Incentive is only applicable for faculty and not students.**
- Incentives will be given every year in the month of June and December.

## C. Incentives for Books/Book Chapters/Monographs

In order to motivate our faculty members to become editors or section editors or to write books, book chapters, or monographs that will be published by reputable National and International publishers, the following incentive is offered:

| S.No. | Description | Reward Amount forScopus-indexed (Springer/Elsevier/IGI Global/Wiley/Taylor & Francis, Emerald Publishers) |
|---|---|---|
| 1. | Editor/Section Editor/Single Author of academic textbook/monograph | Rs.10,000 |
| 2. | Publication of Two Authors academic text book/monograph | Rs.5,000 (1st Author)<br>Rs.5,000 (2nd Author) |
| 3. | Publication of Multiple Authors academic text book/monograph | Rs.10,000/ No. of Authors |
| 4. | Contribution to Chapter(s) in an academic textbook/monograph | Rs.2,500/No.of Authors |

- **The affiliation should be <u>Vaagdevi Degree and PG College</u>to avail the reward amount.**
- Only books and book chapters that are Scopus indexed are eligible for a reward.
- Either a book or book chapter in it can be claimed by the author, but not both at once.
- Manuals and dissertations/theses in the form of books will not be taken into consideration.

## D. Incentives for Patents/Copyrights/Trademarks etc. (National and International)

Rewards for published and granted patents are offered to encourage our faculty members to submit more patent applications. For patents in which Applicant is Vaagdevi Degree and PG College or first inventor is our faculty member among all the listed inventors, the concerned faculty will receive an incentive of Rs. 3,000 for each patent published and Rs. 10,000 + ***Certification of Appreciation*** for each patent granted as a token of appreciation and encouragement.

- **Only US/Indian patents are eligible for incentives.**
- **Institution shall be providing the standard government patent filing charges (for Form-1 under the Patent Rules 2003) for an Indian Patent.**
- An incentive of Rs. 2,000 will be given to faculty members who contribute to a collaborative patent but are not designated as the first inventor and are instead listed as one of the inventors among all inventors.
- An incentive of Rs.2,500 can be claimed for copyright or trademark, brands or trade secrets or geographical indication.
- The amount received as royalty for using the Patents granted to Vaagdevi Degree and PG Collegeshall be shared in the ratio of 40:60 between the college and faculty members/students.
- The amount received through commercialization of any product/design/idea developed by the faculty/students including technology transfer shall be shared in the ratio of 60:40 between the college and faculty members/students.

## E. Incentives for obtaining External Research Funding

Faculty members are expected to submit proposals for research grants from various funding agencies. The incentive will be based on the amount of research grant received from funding agency as indicated below:

- Management will provide extra grant of 3% of the total money received for State funded projects and 5% of the total money received for National funded projects to the Principal Investigator (PI) and Co-investigators (Co-PI) who are faculty members in Vaagdevi Degree and PG College, in addition to the grant from the project. The distribution pattern is as mentioned below:

| Incentive Distribution in % | | Total Incentive in % |
|---|---|---|
| PI | Co-PIs | |
| 60 | 40/Number of Co-PIs | 100 |

- **The maximum amount of the incentive is Rs.1, 00,000/-. However, consideration will be on case to case basis.**
- The incentive will be provided upon completion of the research project and submission of the completion report to the funding agency/NOC received from the government body, whichever is applicable.
- PI and Co-PIs will receive ***Certification of Appreciation*** from the Management after completion of the project.
- Faculty members engaged in active research may be allocated two hours per week of workload adjustment so as to focus on these activities, as funded research projects are time-bound.

- All publications and other outcomes of the project are to explicitly acknowledge **Vaagdevi Degree and PG College.**

## F. Incentives for Consultancy work

Faculty are encouraged to undertake genuine consultancy works apart from their regular duties. Such faculty can claim upto 50% of the amount charged under the consultancy work provided:

- **All the consultancy work should be carried out with prior approval from management through proper channel.**
- MoU/agreement should be signed between the Vaagdevi Degree and PG College and the funding agency.
- **All the consultancy related works should have an official mail and amount should get credited to college account.**
- All payments for consultancy work must be in the name of the college which will later be transferred to the concerned faculty.
- Faculty are solely responsible for the consultancy work and its deliverables/completion.
- Consultancy work should be carried out without any damage to the equipments or infrastructure.
- All publications and other outcomes of the project are to explicitly acknowledge **Vaagdevi Degree and PG College.**
- Consultant Faculty in-charge will receive ***Certification of Appreciation*** from the Management after completion of the project.
- In addition to the above mentioned consultancy amount, incentives will also be provided for the real-time consultancy work as a token of appreciation upon submission of the necessary documents, as listed below:

| Consultancy Amount (Rs.) | Reward Amount (Rs.) |
|---|---|
| Less than 1 Lakh | 5,000 |
| 1 Lakh to 2 Lakhs | 7,500 |
| More than 2 Lakhs | 10,000 |

## G. Incentives for Seed Money Grant

A grant in the form of seed money is given for research to faculty members who have worked continuously for two years at Vaagdevi Degree and PG College. This is done in order to encourage, support and nurture the faculty members in their research endeavors, to develop a research mindset, to update their knowledge through research, and to start a research project that may eventually be developed into an externally funded proposal.

- The call for research proposals would be made by the Dean, R&D Cell in the month of August every year.
- Project proposals submitted by the faculty members in the prescribed format will be scrutinized by R&D committee headed by Dean, R&D Cell, and recommended applicants will receive the seed grant.
- Faculty who are not having external funded projects will be preferred.
- Every proposal should include a PI & Co-PI. If the PI leaves the institute during the project duration, the Co-PI is responsible for completing the project.
- A maximum of 3 qualifying research projects/year will be selected for financial support by the management.
- The duration of seed money project will be 2 years from the release of funds.
- The maximum seed money per project is up to Rs. 50,000 and for interdisciplinary project involving more than 2 or more disciplines it will be up to Rs.1,00,000.
- The grant will be distributed in two equal installments.
- The grantee/PI should submit progress reports of the research project every 6 months to the R&D cell/committee. Failure to submit the reports consecutively twice may entail revoking the financial support.
- Review will be conducted once in a year by the committee for the release of the subsequent fund.
- On completion of the project, the grantee should provide the Dean, R&D Cell with a report detailing the research conducted with noteworthy results.
- The deliverable/expected outcome would be evaluated by an expert committee and considered for approval for an extension of project.
- A finished project shall be ranked as Excellent (Scopus Publication + scope for external funded project or patent, start-up idea), Good (Scopus Publication) and Average. The ranking shall be considered as credential for subsequent seed money application.
- Record of purchases (consumables, contingency, animal studies etc) made by the PI should be maintained by the respective department.
- Travel, publication charges and Manpower heads are not applicable under the seed grant.
- **Expected outcome:** A minimum of one patent/two research papers in journals of Q1/Q2/Q3 categories.

## H. Incentives for Research Paper Presentation in National/International Conferences/Seminars

- Faculty members are eligible to get financial assistance for attending Conferences/Seminars in India and Abroad.
- This incentive is not applicable for the events held in Vaagdevi group of institutions.
- Government agencies such as DST-SERB, ICMR, UGC, CSIR, DBT, TAS, and others should have sponsored the International or National Conference or Seminar and reputable institutions such as NIPER, Universities, or Deemed Universities should have hosted it.
- Only faculty members who are Invited speakers, presenters, or first authors can seek reimbursement, provided no other organization has offered funding for the same.
- **Faculty can do maximum 2 research paper presentations in a year.**
- **The Abstract must be published in Scientific abstract book/Conference proceedings of the event.**
- Then the faculty would be allowed OD/AL + Financial assistance up to Rs.6,000/- per annum for international and up to Rs.4000/- per annum for national level event in India. In addition, Principals shall be provided with 3-Tier AC Transportation allowance for chairing/evaluating/presenting at sponsored Cconferences/Seminars.
- Faculty members travelling abroad can avail OD/AL + Financial assistance up to Rs. 50,000/-for attending and presenting in reputedInternational Conferences outside India. This is applicable once in three years per faculty and only for regular faculty members or those who have continually completed 3 years in Vaagdevi Degree and PG College. However, consideration will be on case to case basis.
- The faculty's funding recommendation for attending abroad conferences will be based on their research contributions over the previous two years (at least one paper in Q1/Q2 journal) i.e. up to Rs.50,000/-, if they publish atleast one paper in Q1/A* Journal and up to Rs.25,000/- if they publish atleast one paper in Q2/A Journal.
- OD/AL will be provided for the duration of the seminar/conference and travel time (if venue is far away).
- In case of joint authorship in the abstract, only one faculty can avail the facility.
- The faculty who wish to apply for incentives for paper presentations at international conferences aboard need to submit the request through proper channel at least 3 months before the conference dates.
- Faculty must submit the Brochure, Acceptance letter, accepted abstract and registration form prior to attending the conference and Presentation certificate, Fee receipt/Payment proof after attending the conference.
- The discretion of sanctioning the financial support to the faculty lies with the Management and it is final binding.

- A faculty member cannot be reimbursed for simply attending the conference.
- In case the conference is cancelled by the organizer, the financial benefit has to be reverted to the college.

## I. Incentives for attending Workshops/Short Term Training Programs (STTPs)/FDPs

Faculty members are encouraged to attend Workshops/STTPs/FDPs of repute to improve their skills and learn about the recent advances or trends in the pharmaceutical sector and allied sciences.

- Registration fee willbe reimbursed up to a maximum of Rs.5,000/- per annum, provided they are conducted by a National Association/National Institute/Industry/University/Deemed University and is supported by the recommendation of the respective Head of the Department. However, consideration will be on case to case basis.
- **Faculty members can attend only 2 FDPs of maximum 2 weeks duration in an year.**
- Minimum service clause is not applicable to attend workshop/STTP/FDP.
- OD/AL will be provided for the duration of Workshop/STTP/FDP and travel time (if venue is far away).

## J. Incentives for Organizing National/International Conferences/Seminars/Symposia/ Workshops/STTPs/FDPs

Faculty members are encouraged to organize National/International Conferences/Seminars/ Symposia/ Workshops/STTPs/FDPs. Partial financial support shall be provided by the Management based on the type of event, population size of the event, sponsorship received from funding agencies etc.

## K. Incentives for receiving State, National and International Awards from key bodies

Faculty are rewarded with Rs.1000/- for State level, Rs.2000/- for National level and Rs.3000/- for International level awards, as a token of encouragement.

## L. Incentives for Professional Body Membership

- The assistance is applicable for regular faculty members.
- Assistance will be provided for annual/long term or life membership for Pharma related National/International professional bodies.
- Faculty is eligible for reimbursement of 50% membership fee for one or more professional bodies, with a maximum of Rs.5000/- per faculty, once in three years.

- Assistance for membership will be based on the faculty's research contributions (at least 10 publications) over the last five years for Life Membership and three years research contribution (at least 5 publications) for long duration membership(of 3-5 years).
- Faculty who availed the assistance for life membership should serve the institute for at least next 3 years, otherwise he/she has to refund the assistance amount.

## M. Incentives for Capacity Building

Faculty who qualify in NPTEL/SWAYAM courses are awarded the following incentives:
(1 Semester Courses)

| Secured grade | Reward Amount (Rs.)/Course |
|---|---|
| Gold/Topper | Rs.1,000 |
| Silver | Rs.750 |
| Elite | Rs.500 |

## N. Incentives for Doctoral Research

Faculty members enrolled in Ph.D. programs at any University, private or public, approved by the UGC/AIU for this purpose, shall be provided/reimbursed the following:

a) Solvents and regular chemicals

b) Infrastructure (Labs, Equipment, Library, Internet, Software's etc.)

c) OD/AL during exams, RRM's (Research Review Meetings), Conference presentations etc.

d) Expenditure towards publication in Journals, Books/Book chapters, Manuals etc., and research paper presentations in conferences/seminars will be as applicable for the regular faculty, provided the affiliation in them should be Vaagdevi Degree and PG College.

The eligibility criteria to avail this facility is that he/she is a permanent faculty appointed by a duly constituted committee and should submit an undertaking to the management that he or she will continue to work in the institution for a minimum of 3 Years from the date of completion of Ph.D and will publish a minimum of 2 research articles under the institution's affiliation.

## O. For Students

- The postgraduate students who are in the final semester and doing a research project as part of their curriculum are eligible to use the chemicals/materials/computer & internet facility etc. procured by the college.
- 50% Registration fee shall be provided to meritorious final year UG/PG students presenting research papers at reputed National & International Conferences sponsored by DST-SERB/ICMR/UGC/CSIR/DBT/TAS etc., hosted by reputable institutions such as NIPER, Universities, or Deemed Universities, upon the recommendation of the Class in-charge or Head of

the Department. Maximum limit to avail such assistance is 5 students/year. However, consideration will be on case to case basis.

- Students qualifying NPTEL/SWAYAM courses with Gold grade are rewarded with Rs.1000/- per course.

## Important Remarks:

In order to claim the incentives, the following documents must be submitted to the R&D Cell with the completed application for research incentives, the HOD's countersignature, and the R&D Coordinator's verification sign:

- Book Cover Pages having ISBN & Barcode and Full Book Chapter
- A hard copy or electronic copy of the paper that prominently displays the ISSN number, journal name, year of publication, volume, issue, page numbers, author information, and journal name.
- A copy of the conference, seminar, workshop, or FDP announcement.
- A copy of the acceptance email for workshops, seminars, or conference.
- A copy of the certificate of presentation
- Proof of payment or original receipt for registration fees
- A copy of the paper or abstract that was entered into the Conference Proceedings.
- Copy of the Journal/Conference/Seminar proceedings index page.
- A sanction order or any other document containing the name of the claimed individual and, in the case of government funds, the granting agency's NOC of project completion.
- Proof of Consultancy Sanction order and credited amount
- Certificate of Professional Body Membership
- Proof of Patent Publication/Grant
- The University's Ph.D. guideship allotment letter and Research Scholar Award Certificate

## Sanctioning Authority

Requests for the aforementioned financial incentives will be sent to the R&D Cell. The R&D Cell/Committee along with the IQAC Coordinator will review the incentive claim applications and prepare a list of candidates recommended for incentives along with their incentive amount and submit to the Principal and Dean, R&D Cell.

The Principal and Dean, R&D Cellwill verify the calculated incentive amount and discuss them with Management who shall then sanction the incentive.

## Details of Research Promotion & Incentive Policy:

| | |
|---|---|
| **Policy Drafted by** | Dean, R&D Cell |
| **Policy Applies to** | Faculty Members of Vaagdevi Degree and PG College |
| **Effective Date** | 01st July, 2025 |
| **Validity** | 01 Year |
| **Approved by** | Management |
| **Responsible Authority** | Research & Development Cell/Committee |
| **Policy No.** | |

**Dr. G. Raja Prasad**
**IQAC Coordinator**

**Dr.Kalam Sirisha**
**Dean, R&D Cell**

**Dr.A. Sheshachalam**
**Principal**

**Dr.Ch.Vahini Devi**
**Vice-President**

**Dr.Ch.Devender Reddy**
**Founder, Vaagdevi Colleges**