



The college life of students is changing very fast with pressures to achieve high in academics, secure jobs with respectable earnings, build their careers of their choice, and integrate learning of various skills with curriculum to ensure job security and to cope up with the information available on the social media. This creates a lot of anxiety and uncertainties among college students about their future Hence, there is a requirement of continuous mentoring of students for academic, social, personal and career guidance. Looking at all these needs of students, the college instituted a Mentor-Mentee Scheme where a group of students (Mentees) are assigned to a faculty (Mentor) .

IDEA BEHIND THE SCHEME

Mentoring provides students emotional and instrumental support, guidance, encouragement and better environment in college. A mentor plays a vital role in nurturing students and has a positive impact on students' persistence and academic achievement. A mentee can approach mentor for both educational and personal guidance. Mentoring is conducted to help the students to strengthen their varied capabilities and to build an interpersonal relationship between the faculties and students

Mentor-Mentee Scheme (MMS) policy of GSM Mahavidyalaya applies to all mentors and mentees who take part in this programme. It aims to ensure that students have the opportunity to work with a mentor who will offer support and guidance on academic issues. Thus, a personal relationship is created for better understanding of the student's aspiration, strengths and weaknesses.

Mentoring is recognized as a strategy required by the students to achieve learning goals with emotional and instrumental support. MMS incorporates the support of faculty members as "Mentors" to all the students in the Institute. Each student (Mentee) is assigned a "Mentor" to access support mechanisms to meet their academic needs. Mentors stimulate curiosity and build confidence by presenting new ideas, opportunities and challenges. By providing an open and supportive environment mentors discover talents and interests and define and help in attaining mentee's goals. Also, they define expectations, maintains contacts, advises them to be honest, innovative & creative, tells them to be reliable and consistent, positive

and enthusiastic. By sharing stories of achievements with mentee, mentor may become a role model for them.

OBJECTIVES

The prime objective of MMS is to ensure students' overall development and growth on the academic and professional matters by fully exploiting the potential of every individual. In addition, this policy will -

- ❖ Focus and motivate students to achieve learning goals and thereby improve their academic performance.
- ❖ Assist students transitioning and provide them with resources to aid in major/social/ personal/ academic exploration.
- ❖ Provide students with information on preparatory courses such as skill courses, bridge courses etc. for their academic prosperity.
- ❖ Provide students with career and non-academic counselling.
- ❖ Guide, encourage, and advice the students about their upcoming student life, health, mental and emotional well-being and listen to their issues with patience and help them solve their concerns with appropriate resources, support and referral available.
- ❖ Generate curiosity and interest in academics and other institutional activities amongst the students.
- ❖ Identify special talents, skills, slow learners & passing this information on, to the relevant committees.

EXPECTED OUTCOMES

- A healthy Learning Environment
- Academic success and development in students' self-confidence
- Offer students an arena to receive advice and counsel about college, such as positive aspects, how to succeed, potential pitfalls and misconceptions.

In short, Mentoring aspires to transformational positive changes. It augments self-confidence, improves peer bonding and prepares mentees for career advancement

BENEFITS OF MMS

- ✓ Students get access to a support system during the crucial stages of their academic, professional and intellectual development.
- ✓ Enhances the students' confidence and challenges faced by them setting higher goals.
- ✓ Offers psychosocial support for the students .
- ✓ Help the students to develop the interpersonal skill.
- ✓ Offers the students an exposure to diverse academic and professional perspectives, and experiences in various fields.

RESPONSIBILITIES OF MENTOR

- Conduct at least one meeting (online/offline) in a month
- Assess mentee's background, knowledge, skill, motivation, experience, hobbies, etc from the google form.

- Help to improve upon communication skills and shed hesitation.
- Counsel, guide and advice mentee to accomplish their goal in academic and career development.
- Help them solve their concerns with appropriate support and referral available.
- If situation demands contact parent/guardians and provide the information about the achievements of their wards.
- Update them on various scholarships, fellowships, competitions, internships, research projects, job opportunities, etc.
- Develop a long-term relationship and keep in contact to see the effects of mentoring and the progression of the mentee.
- After completion of each session, submit the meeting records and a brief report to IQAC keeping the information and discussions with the mentees confidential.
- Consult the college psychologist about the needs of any mentee and take necessary action.
- Listen to the mentees, be flexible, be empathetic, be respectful and invest time and
- Reaching out to other colleagues to request to conduct special/remedial classes for slow learners in the group

WORKING OF THE SCHEME

1. A google form is circulated on the college website asking for all detailed information from a student.
[Mentor Mentee form \(google.com\)](#)
2. A list of Mentor Mentee is displayed on the website.



Mentor Mentee List
2022-23 final (1).pdf

3. Mentors make Whats App groups to connect with the mentees over monthly meetings
4. Mentors maintain records of the interaction.