



NIILM University

POLICY FOR MENTORING SYSTEM

Preamble

Mentoring is a strategy to achieve learning goals with psychological and instrumental support of teachers and parents to overcome the barriers of mentees. The mentorship programme is a collaborative partnership between a Mentor and a Mentee. The one, who possesses greater skills, knowledge and experience is the mentor and who is looking to increase his or her skills, knowledge and experience is a Protégé or mentee. Mentoring is a process of engagement that is most successful when done collaboratively and is a reflective process that requires preparation and dedication.

The idea behind mentoring system is to focus on affective domain for providing education along with developing higher skills of cognitive domain. The mentor who possesses greater skills, knowledge and experience provides the guidance, direction, remedial measures and plays the dominant role in maintaining quality. This will enable her/him to manage classroom situations efficiently.

Mentoring relationship can be formal or informal. Formal mentor relationships are usually organized in the institution, Informal mentor relationships usually occur spontaneously and are largely psychosocial and help to enhance the mentee's self-esteem and confidence by providing emotional support and exploring interests. Mentoring can be a powerful growth experience for both the mentor and the mentee.

Mentoring System

The policy envisions to:

1. Provide immediate guidance by mentors to address academic issues, personal and psychological issues of the mentees, when required.
2. Support Mentees under organized and guided supervision
3. Provide holistic experience to develop an appropriate teaching-learning behavior.
4. Motivate students to achieve learning goals and improve academic performance.
5. Provide support for physical, mental and emotional well-being.

The following steps are to be followed for mentoring:

1. Building rapport and getting acquainted with the mentee
2. Set direction on the basis of academic, personal and social needs of the mentee
3. Create a list of learning activities
4. Plan and manage the resources required
5. Prepare a Timeline
6. Write mentoring action plan into paper to help mentee to translate his/her goals

into executable and attainable steps and plan to track his/her successes.

The important points to be kept in mind are to:

1. Assure mentees the confidentiality of the information provided by them
2. Acknowledge the difficulty without casting blame on them
3. Appreciate at the mentees

Mechanism to conduct Mentoring:

- I. For personal and psychological mentoring, the students of all programmes shall be allotted to a faculty member on the day of orientation
- II. An attempt shall be made to group the students randomly of the same institution but not of the same programme. It is believed that this shall create a comfort zone for the students in their mentor group consisting of junior and senior students and there shall be plenty of opportunities for them to mix with the students from other regions during organization of various activities at the university.
- III. For academic mentoring, within 6-8 weeks of joining the university, an academic mentor for each programme shall be allocated by the institute in consultation with the faculty to help the students to achieve future career goals.
- IV. Students shall be provided with one opportunity to change the mentor group, if they like, and thereafter the group shall remain with the same mentor until graduation.
- V. The contact details of the mentors shall be provided to the parents and thus mentor shall be a single point source for the parents to seek all academic, general or personal information about the student's performance at the university.
- VI. Parents shall also reach the mentor for any emergency.
- VII. Each year with increase in the number of students in the groups, the seniors shall treat fresher's as their companions.
- VIII. The list of mentors and mentees shall be uploaded on the website after orientation programme.
- IX. The records shall be maintained by the respective mentors, both academic and personal mentors, regarding their interactions with the mentees.

Schedule of Meetings

To start with the process of mentoring, after assignment of the mentees, formal meetings with them shall be planned once in a week during working hours during the first semester. Thereafter informal meetings may be planned as per the need of the mentee and record is to be maintained for every type of support, guidance, counseling, encouragement or facilitation.