



Student Mentoring Policy

Introduction

The primary objective of the Mentor-Mentee Program at SSGMCE is to nurture the academic, personal, and professional growth of our students by establishing connections with seasoned mentors. At SSGMCE, we have implemented a comprehensive 'Mentoring System' that encompasses students from all academic years. This system involves the assignment of a select group of 18-20 students to each faculty member at the beginning of their academic journey

Significance of Mentorship

The Mentorship Program is essential because students often experience a sense of isolation when they embark on their professional courses, entering an entirely new environment with the added pressure of academics. This transition can lead to feelings of disorientation and mounting stress. With the growing academic competition, peer pressures, unique challenges of adolescence, and increasing career demands, students face a multitude of challenges.

The college, serving as a place where students step out of their comfort zones, witnesses a rich diversity of cultures and backgrounds, making it even more crucial to provide a support system. The Mentorship Program is designed to address these issues and keep students focused on their goals.

In this program, each faculty member acts as a Local Mentor and counselor for a designated group of students. These mentors play a vital role in helping students adapt academically, offering personal counseling, providing career guidance, supporting co-curricular activities, coordinating welfare initiatives, engaging with parents, encouraging students to actively pursue the college's vision and objectives, and fostering a healthy, collaborative, and academic atmosphere within the college.

Objectives

The objectives of a mentor policy in institution includes

Academic Support: To provide academic guidance and support to mentees to help them excel in their studies, choose appropriate courses, and maintain a good academic record

Personal Development: To assist mentees in personal growth, self-confidence, and leadership skills, fostering a well-rounded education.

Professional Development: To offer career advice, mentorship, and opportunities for internships or job placements to help students make informed career decisions.



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Counseling and Guidance: To provide emotional support and guidance in dealing with stress, anxiety, and personal challenges.

Encourage Involvement: To encourage students to participate in extracurricular activities, research, and community engagement.

Creating a Supportive Environment: To establish an environment where students feel valued, supported, and motivated to achieve their goals

Role of Mentor

Academic Guidance: Provide guidance and advice on course selection, academic goals, and study techniques to help mentees excel in their studies.

Career Counseling: Offer insights into career paths, internships, and job opportunities within the mentees' field of study, and help them make informed career decisions.

Personal Development: Support mentees in building self-confidence, leadership skills, and personal growth, and encourage them to set and achieve personal goals.

Skill Development: Assist in the development of essential skills, including critical thinking, problem-solving, time management, and effective communication.

Emotional Support: Provide a safe and supportive environment for mentees to discuss personal challenges, stress, and emotional well-being.

Networking: Help mentees establish connections with industry professionals, alumni, and peers to build a strong professional network.

Motivation: Offer encouragement and motivation to help mentees stay focused on their goals, especially during challenging times.

Co-curricular Activities: Encourage mentees to engage in extracurricular activities, research projects, and community service to foster a holistic education.

Monitoring Progress: Continuously assess the academic advancement and general welfare of mentees, stepping in with advice and support whenever it's required

Conflict Resolution: Assist in resolving conflicts or issues that may arise within the academic or personal life of mentees.

Parental Interaction: Engage with the parents or guardians of mentees to provide updates on their progress and seek their support when necessary.

Cultivating a Supportive Ecosystem: Actively contribute to the development of a positive and cooperative environment throughout the institution, fostering a culture characterized by shared support and unity.



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Role of Mentee

Proactive Communication: Mentee should exhibit punctuality and preparedness during mentoring sessions

Open Communication: The mentee should openly share their ideas, concerns, and professional goals, allowing the mentor to contextualize the situation and offer relevant guidance

Reflection and Self-Assessment: Regularly engage in self-assessment to identify areas of improvement and growth. Share these self-assessment results with the mentor to receive guidance and feedback

Adaptability: Be open to feedback and constructive criticism, and demonstrate a willingness to adapt and make changes based on the mentor's recommendations.

Accountability: Take responsibility for actions and decisions, and be accountable for following through on commitments made during mentorship discussions.

Respect for Mentor's Time: Value the mentor's time and expertise by being concise and organized in conversations, ensuring that discussions are focused and productive.

Feedback and Gratitude: Provide feedback to the mentor regarding the effectiveness of the mentorship relationship and express gratitude for their time and guidance.

Continued Learning: Proactively seek out additional learning opportunities, resources, and experiences that align with their goals, beyond the mentorship relationship.

Meeting Schedule and Interaction Guidelines

Mentors and student mentees will have a predefined meeting schedule while remaining adaptable to students' individual requirements. The introduction and initial meetings will be conducted in the early weeks following admission.

Regular meetings between mentors and mentees will be scheduled at least once per semester to facilitate ongoing and dependable interaction. This approach emphasizes structured engagement while considering the specific needs and preferences of the students.




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