



## **Babu Jagjivan Ram Government Degree College**

**Narayanaguda, Hyderabad. (T.S) - 500029**

(Established – 1974)

Phone: 040 – 23230354

Website: [bjrgdc.in](http://bjrgdc.in)

E - mail: [bjrnampally.ejkc@gmail.com](mailto:bjrnampally.ejkc@gmail.com)

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### **POLICY FOR STUDENT MENTORING**

Babu Jagjivan Ram Government Degree College has always believed that the institution, through its faculty, should play a proactive role in the personal and professional development of the students. As the students enter the portals of the college, they are young, impressionable and eager to learn. When they leave the same portals, they would be entering the world of opportunity and work. It is during this time that the faculty play a crucial role in mentoring them. Therefore, a robust mentoring system becomes necessary to enable constructive guidance and mentorship.

#### **Definition of ‘Mentor’:**

A Mentor is a member of the teaching faculty who has been assigned the task of mentoring for a selected group of students. He/she plays a crucial role in providing guidance in matters relating to personal issues, classwork, career guidance, etc. and giving constructive feedback on curricular, co-curricular and extra-curricular activities.

#### **Definition of ‘Mentee’:**

A mentee is an undergraduate student who receives guidance and mentoring from a designated faculty mentor. He/she is provided the necessary training, advice and support during the duration of study in the institution, in order to facilitate the transitioning from student life to professional life.

#### **Policy Statement:**

The institution, through its policy and practice of mentoring, shall enhance the academic and life skills of the students through active mentoring provided by designated faculty members. The Mentor-Mentee System of the college is a robust system in which teachers shall work on a regular, one-to-one or small group basis with students to achieve planned outcomes. It includes activities such as mentoring, guiding, counselling, tutoring etc.

#### **Rationale:**

The institution has always had a mentor-mentee system in place and the faculty have diligently fulfilled their responsibility as mentors. However, a revised Mentor-Mentee system was introduced from 2018-19 onwards in the immediate context of the General Transfers made on administrative grounds by the State Government in June 2018. The college saw a 100 % transfer of teaching staff which resulted in an abrupt break in student-teacher relations.

Therefore, the IQAC devised a new Mentor-Mentee System which envisaged increased mentor mentee relations that would aid in the all-round development of the student community.

**Aims:**

- To monitor students' regularity and discipline
- To improve teacher-student relationship
- To counsel students and to provide confidence in them to appear for internal and external examinations with confidence
- To guide students for right career path.

**Implementation:**

- The entire college is divided into small groups of 35-40 students and teachers are assigned as Mentors to these groups.
- The Mentors are solely responsible for mentoring and counselling the group of students assigned to them.
- The Mentor-Mentee system effectively functions as a platform for bringing together, both students and their teachers.
- Regular meetings are held between the Mentor and the Mentees, about academic issues and other issues, too.
- They monitor the overall performance of the mentees, that is, they not only monitor the academic performance, but also their participation in club activities, and other co-curricular activities.
- They are always available for their students for academic or non-academic support.

**Mentee Profile:**

The Mentor collects the profiles of the Mentees assigned to him/her with complete details. This gives a comprehensive picture of the Mentees and aids in providing counselling to them.

**Types of Counselling:**

The purpose of the Mentor-Mentee System is to provide counselling to the Mentees and prepare them for the future. The following types of counselling are provided:

- Academic Counselling
- Career Counselling
- Personal Counselling

**Grievances:**

The Mentees are encouraged to approach their respective Mentors with their problems if any. The Mentors help and support the Mentees and provide remedies or suggestions.

**Feedback:**

The Mentors interact with their Mentees on a regular basis in order to provide guidance and counselling and also address grievances, if any. Mentors also interact with the parents of their respective Mentees as a follow-up. Feedback is collected from the Mentees, as well as their parents in order to improve the Mentor-Mentee System.

<b>Policy Title</b>	Policy for Mentoring of Students
<b>Ratified by the College Planning and Development Council</b>	February 2020
<b>Policy due for review</b>	February 2022



  
**PRINCIPAL**  
**BJR Govt. Degree College**  
Vittalwadi, Narayanguda,  
Hyderabad, T.S.-29.