
	<p>SRI DEVARAJ URS ACADEMY OF HIGHER EDUCATION & RESEARCH</p> <p>SRI DEVARAJ URS MEDICAL COLLEGE Tamaka, Kolar</p> <p>Department of Student Welfare</p>	
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MENTORING POLICY FOR STUDENTS

Sri Devaraj Urs Academy of higher Education and Research offers a ‘Mentoring System’ through the Department of Student Welfare where in 5-6 students are assigned to each faculty mentor at the commencement of their academic program. The main objective of this mentoring system is to provide a reliable and comprehensive support system, to motivate students to excel in both academic and non-academic fields and to make the most of their life at the college. The mentoring system ensures that the students adapt to the dynamic learning environment and lead their ways into highly successful careers.

OBJECTIVE –

- To build capability and self-reliance in the Mentee.
- Mentors to help highlight issues and to assist the Mentee in planning ways for them
- The mentors can help clarify the Mentee's perspective and offer advice or give some direction
- Confidentiality, trust, understanding and positive expectation are key to a successful partnership

BENEFITS OF MENTORING SYSTEM

- 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
- Helping the students to develop interpersonal and communication skills
- Offers the students an exposure to diverse academic and professional perspectives, and experiences in profession.
- Mentees get a knowledge and access to resources of the institution
- Offers foundation for the students to reach greater heights in their professional lives.

MENTORING PRINCIPLES

- The Mentee drives the Mentoring agenda.
- The Mentoring relationship is confidential.
- Mentoring is non-directive in its approach.
- It is a relationship built upon trust and mutual respect.
- The Mentor empowers the Mentee to take responsibility for their own learning and career development.
- The relationship places no obligation on either party beyond its developmental intent.

CONDUCT OF ACTIVITY

- The frequency of meetings will be once in a fortnight
- The ratio of mentor – mentee is 1:5
- A mentorship monitoring committee (MMC) is constituted with Dean as Chairman to monitor the mentorship activity. The MMC meets once in a month and the proceedings regarding the status of mentorship activity is sent to Department of Student Welfare.
- The mentorship forms are circulated by the Department of Student Welfare that documents the Log of mentor mentee interactions
- Mentorship training program is conducted for every newly recruited faculty (Mentors) and new batch of students (Mentees).
- Program end may not mean the end of the relationship – informal mentoring can continue if both parties agree.

ROLE OF MENTORS

- Mentors will play the major role in pointing out the slow learners with the help of Internal assessment marks, performance in class tests and personal interaction with those students and also play an important role in helping troubled students cope with academic, extra-academic and personal problems.
- Mentors will help the students to understand the challenges and opportunities present in the college and develop a smooth transition to campus life.
- At the end of every month the mentors will submit a brief summary on the status of his mentoring group to the team of mentorship monitoring committee.
- Let the Mentoring Program Manager know as soon as possible if you are having a problem connecting with your mentor.

ROLE OF MENTEES

- To observe common courtesies before the mentor – mentee meeting like taking an appointment, informing the mentor in case unable to make it for the meeting and to come prepared with an agenda.
- To be committed to self- development and be open and honest on goals, expectations, challenges and concerns.
- Synthesize lessons learned from mentors – become your own person.

MEMBERS OF MENTORSHIP MONITORING COMMITTEE

The mentoring monitoring committee plans the activities for the mentoring program, monitors the activities and also acts on the feedback received from the mentors and mentees.

Sl No	Name of Faculty	Designation	Department
1	Dr. P N Sreeramulu	Chairman	Principal, SDUMC
2	Dr Sridevi N S	Member	Director, Student Welfare

2	Dr. Sarulatha H	Convener	Professor, Dept. of Physiotherapy
3	Dr. Harish Kumar	Member	Asst. Professor, Dept. of Pharmacology
4	Dr. K V Venkateshu	Member	Professor, Dept. of Anatomy
5	Dr. Mamatha Kunder	Member	Asst Professor, Dept. of Biochemistry
6	Dr. K Manjula	Member	Addl Professor, Dept. of Pathology
7	Dr Pradeep T S	Member	Asst Professor, Dept. of Community Medicine
8	Dr Lavanya	Member	Asst Professor, Dept. of Dermatology
9	Dr Inchara N	Member	Asst Professor, Dept. of Ophthalmology