



SYMBIOSIS INSTITUTE OF MEDIA AND COMMUNICATION

Symbiosis International (Deemed University)

(Established under Section 3 of the UGC Act 1956)

Re-accredited by NAAC with 'A' Grade (3.58/4) | Awarded category - I by UGC

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Mentorship Program at SIMC

There is no question that a student's mind is stretched and moulded in the classroom due to lecture, class discussion, or homework. However, in order for students to succeed as whole human beings, students need additional attention and care outside of the classroom. Several practices help a student develop, but this article will address some of the benefits and implications of mentorship. While having a mentor is certainly not a new idea, it has resurged in recent years in various ways with a variety of results. Mentoring can happen in many ways, yet it almost always positively affects the mentee, in both psychosocial and academic ways.

Because such benefits can arise from mentoring programs, such programs must be done well. While mentoring can significantly impact the student/mentee, when the student serves as a Mentor, there are also several positive outcomes on the student mentors' development.

What is Mentoring?

Informal Mentoring Informal mentoring refers to naturally occurring; supportive relationships students have with older and more experienced individuals such as parents, extended family members, neighbours, teachers, ministers, and others with whom students have regular contact. Informal mentoring involves providing general guidance and support and, in some instances, helping a student learn something new. It also promotes students' sense of well-being by challenging negative opinions and demonstrating that they can have positive relationships with adults. The relationship may be short- or long-term, but mentoring has a lasting positive impact on the student in both instances. Informal mentoring relationships are far more common than formal ones.

Formal mentoring involves a structured and intentional approach to offering students those experiences and benefits similar to the ones provided by informal mentors. Such initiatives are often facilitated by an agency or program dedicated to this purpose and encompass both one-on-one relationships between an adult and the student, or an older more experienced peer and a younger peer, as well as small groups of students working with an adult or older peer on a particular goal. In all instances, mentoring activities occur regularly over an extended period, and are most often only one component of a comprehensive program. Formal mentoring programs play a strong emphasis on positive youth development, reducing the likelihood that students will engage in risky behaviours such as low school attendance or drug use, and community concerns such as civic engagement and college and career exploration. They can be a school-based, community- based, and occasionally workplace-based — the sponsoring entity recruits and trains the mentors to match them with their mentees and supports the relationship.

Benefits of mentoring for the mentee:

1. Academic benefit: Many pieces of research proved that those students who had a faculty mentor "attained a higher grade- point when compared to students who did not have a faculty mentor. Studies also showed that the mentees who participated in a peer- mentor program "achieved higher deep, strategic and surface apathetic scores after their involvement", Compared to students not engaged in the peer- mentor program, the mentees in this study scored significantly higher not only on grades but also in how they were studying, scoring higher in "deep and strategic" methods of studying. These "deep and strategic" methods of studying are characterized, respectively, by students being "directed towards the intentional content of the learning material" and studying as to "obtain the highest possible grades. The students without a mentor more often resorted to surface level studying characterized by simple fact memorization. The effects of mentors have been unanimously positive when taking academic performance into account.
2. Psychosocial encouragement: There are three ways that peer mentors helped their mentees: "(a) connecting students to the community, (b) providing support, and (c) Providing guidance
3. Speedier adaptation to a new role and reduced likelihood of frustration and failure: One of the values a more experienced mentor brings is access to information and success suggestions. To have someone be proactive on behalf of one's orientation and success should speed up the adaptation process and reduce the chances of making organizational gaffes. This would be true for either new faculty or students.
4. Increased exposure to ideas and connections: By definition, one of the contributions of a mentor is to offer the mentee helpful information, suggestions, and even introduction to others who can help the person.

Benefits of mentoring for the Mentor:

- a. Enrichment through seeing someone else grow and succeed: Human development theory holds that there is a need to develop the next generation among persons reaching mid-life. Investing in the success of one or more persons earlier in their life and career development provides an opportunity to fill that need.
- b. Creativity generated by issues and ideas generated by someone younger and newer: When someone comes to a role or organization with questions and new ideas, creativity is stimulated. Pairing a senior and junior faculty member could provide a stimulus for the senior faculty member's ongoing creativity.

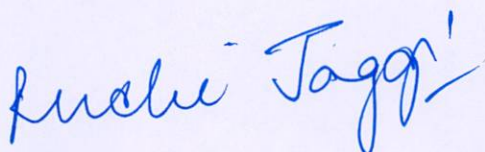
Qualities of a Good Mentor

- The good Mentor is committed to the role of mentoring.
- The good Mentor is accepting of the beginning teacher.
- The good Mentor is skilled at providing instructional support.
- The good Mentor is useful in different interpersonal contexts.
- The good Mentor is a model of a continuous learner.
- The good Mentor communicates hope and optimism.

Mentorship Plan

Academic Support	Suggesting a plan of action to
	Concerned people
	Making a log sheet/diary of the mentees
Professional Guidance	Follow up on the courses and specialization of students including co-curricular and motivating students to take up industrial projects and participate in competitions
Psychological support	Keeping in touch with mentees'
	Suggesting psychological & medical support in case of requirement

Mentors are requested to follow the plan mentioned above and add more activities or ideas if wish to.



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