

**2.3.2: The institution adopts effective Mentor-Mentee Schemes to address academics and student-psychological issues.**

This initiative, where professors mentor students, has been designed to cultivate a nurturing environment that fosters both personal and professional growth of the student.

The mentor-mentee program has become a cornerstone of the academic and professional development of students in the Institute. It was started in 2017. Each faculty member is assigned with 12-15 students under this scheme. All the faculty members guide, support and counsel the students for their academic and psychological needs and difficulties. It is for the students to help choose better career paths. The mentor also helps students in better placements.

The significance of such a program extends beyond mere academic advice; it encapsulates the essence of guidance, support, and real-world insights that shape a mentee's journey. At its core, the mentor-mentee relationship is built on mutual respect and trust. Professors, often with their experience, provide invaluable perspectives that go beyond textbook knowledge. They share practical insights derived from their own experiences, helping students navigate the complexities of their chosen fields. This real-world application of academic concepts allowed mentees to see the relevance of their studies in a broader context, enhancing their understanding of the discipline.

The benefits of a mentor-mentee program are manifold. For mentees, the program offers a unique opportunity to gain personalized guidance tailored to their individual goals and challenges. Mentors, help students set realistic objectives, identify potential career paths, and develop strategies to achieve their aspirations. This personalized attention could be particularly beneficial in helping students refine their academic focus and career ambitions, providing them with a clearer sense of direction. Moreover, mentors played a crucial role in helping students develop essential skills such as communication, problem-solving, and critical thinking. Through regular interactions, mentees learn how to approach complex issues, articulate their thoughts effectively, and navigate the often unpredictable nature of their academic and professional environments. These skills are not only crucial for academic success but are also highly valued in the professional world.

For mentors, this relationship offered a chance to engage with the next generation of scholars and professionals. It provided an opportunity to stay connected with emerging trends and fresh perspectives brought by students. This interaction could be intellectually stimulating and professionally rewarding for mentors, as it allowed them to contribute to the development of future leaders in their field. The program also fostered a sense of community within the academic environment. By bridging the gap between students and faculty, it promoted a collaborative culture where knowledge and experience are shared freely. This sense of community can enhance the overall educational experience, making it more inclusive and supportive. However, for a mentor-mentee program to be truly effective, both parties approach the relationship with commitment and openness. Mentors must be willing to invest time and effort into understanding their mentees' needs and aspirations, while mentees should be proactive in seeking guidance and taking full advantage of the opportunities provided. Clear communication and regular feedback were critical in maintaining a productive and positive



relationship. The mentor-mentee program has become a vital component of academic and professional development, offering significant benefits to both students and professors. Facilitating the exchange of knowledge, experience, and support, helped in shaping the future of students, preparing them for success in their chosen fields. This program not only enhanced individual growth but also contributed to the overall advancement of the academic and professional communities.