



MIC ARTS AND SCIENCE COLLEGE

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Affiliated to University of Calicut,

Recognized by Govt. of Kerala

Recognized by UGC under Section 2(f)

An ISO 9001:2015 ISO Certified Institution

MENTORING POLICY

At MIC Arts & Science College, we recognize the importance of mentoring in fostering academic, personal, and professional growth among our students. Our mentoring policy is designed to provide guidance, support, and resources that ensure an effective mentoring experience for both mentors and mentees.

Purpose of the Mentoring Program

The mentoring program at Noble Women's College is established to:

- **Facilitate Development:**
Support the personal and professional development of students through guidance from experienced mentors.
- **Create a Supportive Environment:**
Foster an inclusive and nurturing environment that encourages learning, goal-setting, and skill enhancement.
- **Enhance Engagement and Retention:**
Increase student engagement, retention, and success throughout their academic journey by providing consistent mentorship.

Mentoring Structure

- **Mentor Selection:**
Mentors are selected from among the faculty members across various departments of the college, based on their expertise and experience.
- **Mentee Enrollment:**
Students are assigned to mentors by the Heads of their respective departments, ensuring they are paired with the most suitable faculty for their academic and professional goals.
- **Duration:**
The mentoring relationship typically spans an academic semester or longer, providing adequate time for consistent guidance and development.

Roles and Responsibilities

For Mentors:

- **Guidance and Support:**
Mentors are expected to offer advice and guidance in academic, career, and personal development areas.
- **Regular Meetings:**
Mentors will schedule regular meetings with mentees to discuss progress, challenges, and goals. These interactions are vital to building a strong mentor-mentee relationship.
- **Resource Sharing:**
Mentors will share knowledge, experiences, and resources that may be helpful to the mentee's academic and professional growth.

For Mentees:

- **Goal Setting:**
Mentees will work closely with mentors to set clear, achievable short-term and long-term goals.

- **Active Participation:**
Mentees should actively engage in meetings, seek guidance, and take full advantage of the resources offered by their mentors.
- **Feedback:**
Mentees are encouraged to provide feedback on their mentoring experience and communicate if they require additional support or guidance.

Support and Evaluation

- **Continuous Support:**
Both mentors and mentees will receive continuous support throughout the mentoring relationship to ensure it remains effective and productive.
- **Evaluation** **Mechanisms:**
Mechanisms will be implemented to assess the effectiveness and impact of the mentoring program. Feedback from both mentors and mentees will be used to make improvements to the program.

Confidentiality and Respect

- **Confidentiality:**
All mentoring relationships must be conducted with a high level of confidentiality to ensure that personal and academic matters are handled discreetly and professionally.
- **Mutual Respect:**
The mentoring relationship should be based on mutual respect, professionalism, and trust, creating an environment conducive to learning and growth.

The mentoring policy at Mic Arts & Science College is designed to provide both structure and flexibility to meet the diverse needs of our students. Through meaningful mentor-mentee relationships, we aim to enhance the academic, personal, and professional development of our students, ultimately contributing to their success and well-being throughout their college journey.

