

JIS COLLEGE OF ENGINEERING
Department of Computer Science and Engineering
MENTORSHIP PROGRAMME

A Mentor is considered to be an individual who is experienced and knowledgeable and therefore he or she assumes the role of a Guide, Advisor or Tutor to guide an individual having a lesser experience and knowledge. The individual with less experience and knowledge is known as the Mentee.

Mentorship is conducted to counsel and guide the students who act as mentee. Every faculty member acts as the mentor of around 10-12 students from each year in CSE department. Approximately 40 - 48 students are assigned as mentee under the supervision of one individual mentor. Students meet with their assigned mentors in regular interval, though, the student can meet with his/her mentor at any time regarding any issue.

Learning from mentors assists mentees to gain recognition and acknowledgement for their work and performance from their co-workers. It further provides them with the opportunity to grow further in their careers.

To explore the mentor–mentee relationship with a focus on determining the characteristics of effective mentors and mentees and understanding the factors influencing successful mentoring relationships.

We from department of CSE discussed with our faculty members and identified a number of themes, including the characteristics of effective mentors and mentees, actions of effective mentors, characteristics of successful mentoring relationships, and tactics for successful mentoring relationships. Successful mentoring relationships were characterized by **reciprocity, mutual respect, clear expectations, personal connection, and shared values**. Failed mentoring relationships were characterized by poor communication, lack of commitment, personality differences, perceived (or real) competition, conflicts of interest, and the mentor's lack of experience.

We from department of CSE have introduced Mentorship officially to students after we got the Autonomous Status in 2011. Beforehand the class-in-charges used to attend the students and discussed their several issues. The students also discussed their problems with HOD at the time of "HOD Meet" Hour. We from our department have generated an online Google-form and students are continuously updating their information.

Generally, we discuss mentee's expectations of one another, we identify an article or book that a mentor feels would be beneficial for the mentee to read. We ask the mentee about the professional development activities he/she has participated in as a student. We ask the mentee to create a vision for where he/she wants to be in five, ten and/or fifteen years.

We encourage the mentee to get involved in an appropriate professional organization, we share resources. We also consider and collect any resources that might be useful to the mentee.

Mentoring Outcome: -

- Increasing the engagement of students through interactions with a mentor,
- Assisting students in developing a mentoring relationship for career development in an effort to increase knowledge, skills, and competencies that may be needed for future job duties or future career advancement.
- Provide an avenue to access available resources and information to support lateral or upward mobility.
- Student development and engagement - engaging students through professional and personal development;
- Aligns with Talent Management Initiative

Now officially we respond their problem in documented form and our Honorable HOD and Register Madam also personally take care of mentorship. Learning from mentors can assist in personal and career development of mentees in several ways.

Some Activities regarding Mentorship



Mentees participating in the Speakers Corner



Mentees participated in IME 2019, ECO Park



20th ANNIVERSARY CELEBRATION

Mentoring Students through Online Platform (during Lockdown Period)

Faculties of CSE department, JISCE, who are acting as teachers as well as mentors for the students of JISCE have met with their mentees (i.e. students under mentorship) and have discussed and shared several issues with mentees. Most of the mentors meet with their mentees through ZOOM online platform. Mentors have discussed the followings.

- Regarding Awareness issues about COVID 19
- Regarding attendance of students during online classes
- Regarding Class activities and syllabus completion status.
- Regarding Webinar conducted by Dept. of CSE and Institute
- NPTEL, CSI activities
- Training and placement activities
- Examinations

- Regarding innovative project work.
- Regarding research paper publication
- Other curricular and extracurricular activities.
- etc..

The glimpses of the mentor-mentees meetings are attached herewith.



