

MRMCW/Policy/JAN-2018/08

INSTITUTIONAL POLICY FOR MENTORSHIP PROGRAM

Mentoring is one of the methods of teaching and developing an individual, where a more experienced person (mentor) shares their accumulated knowledge and experience with the less experienced individual (mentee, protege). The goal of student mentoring program is to facilitate informal out of class room conversation between faculty and students.

Mentoring program at MRMCW is to support the professional growth of the students (mentees) who are in the early stage of their career and to promote excellence in teaching & learning, research and academic leadership.

Who is a Mentor?

A mentor is a person who invests time and shows willingness to share knowledge, skills and expertise. She/He also responds to your critical needs in life in ways that prepare you for greater productivity and achievement in the future.

What is the Mentee's role?

- Be enthusiastic and curious when discussing your interests with your mentor
- Try to attend all meetings and arrive on time. If you are delayed or cannot attend, let your mentor know in advance
- Respect your mentors time and space
- Find out how your mentor would prefer you contact him or her: e-mail, phone number or personally
- Keep your mentor informed of your progress; it is important to stay connected even in-between meetings. You can easily e-mail your mentor to let him or her know what is going on in your life

Objectives of the Mentorship Program :

1. There is a mutual benefit
2. The mentor relationship includes support, direct assistance, and role modeling.
3. It is focused on success or gathering knowledge.

4. In a mentoring environment, mentors have more experience, power and success.
5. To create a secure setting that supports introspection, stimulates self-care and health, directs personal growth, serves as a resource for students in need of direction, improves teamwork and abilities to solve problems and support career exploration .

Advantages of the Mentorship Program :

The three key areas of the institution where mentoring has an impact are the students, the mentors, and the medical college community.

Students: Career growth, stronger ties with instructors, a higher interest in research, aspirations for academic careers, enhanced academic achievement, and emotional benefits including increased self-esteem and less anxiety are some of the possible advantages for students.

Mentors : Having a good impact on their students' careers and being of assistance to them are two satisfying experiences for faculty members. Additionally, mentoring programs can solidify the mentor's identity and professional standing by strengthening their relationship with the medical college.

Through self-reflection on their role as teachers, mentors are encouraged to pursue personal growth through mentoring.

Medical College Community : A stronger focus on teaching, more successful research initiatives, and improvements in clinical care are all possible advantages for the medical college community.

Mentoring program at MRMCW will group mentees with one mentor with a goal of creating long term and fruitful relationship. We have a Student Mentoring Book which records mentoring activities of all the Professional Years .

