



DRIEMS
UNIVERSITY

MENTOR-MENTEE POLICY

DRIEMS University, Cuttack

ABOUT DRIEMS UNIVERSITY

DRIEMS University, formerly Dhaneswar Rath Institute of Engineering and Management Studies (DRIEMS), is a state private university and group of technical and professional institutions located in Tangi, Cuttack district of Odisha, India. In 1999, DRIEMS University founded as Dhaneswar Rath Institute of Engineering and Management Studies (DRIEMS) by Dr. Pramod Chandra Rath in the memory of his father and social worker, philanthropist Dhaneswar Rath in a rural area of Cuttack district. It is situated on a sprawling 150 acre campus, DRIEMS now offers more than 60 courses across 12 disciplines, making it one of the premier educational institutions in Odisha.

PHILOSOPHY OF MENTORING AT DRIEMS

DRIEMS University believes in nurturing holistic development through a structured mentoring framework that bridges the gap between academic learning and professional excellence. Being one of the top private universities for higher learning in Odisha (Cuttack), it aims to promote a symbiotic relationship between students, academia, faculties and industries.

CORE PRINCIPLES

- **Student-Centric Approach:** Placing individual student needs at the University
- **Industry Alignment:** Connecting academic learning with industry requirements
- **Holistic Development:** Focusing on academic, personal, and professional growth
- **Continuous Support:** Providing sustained guidance throughout the academic journey

OBJECTIVES

Academic Guidance

- To provide continuous academic support, helping students plan, monitor, and improve their learning outcomes.
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- To encourage the adoption of effective study habits, research orientation, and innovative learning practices.

Personal and Emotional Support

- To create a supportive environment where students can discuss personal, social, or emotional concerns freely.
- To build confidence, resilience, and a positive mind set in learners.

Skill Development and Career Guidance

- To enhance employability skills through regular advice on communication, leadership, teamwork, and professional ethics.
- To provide guidance on career choices, higher education opportunities, internships, and industry connect.

Holistic Growth

- To nurture the overall personality of students by motivating them to participate in co-curricular, extracurricular, and community engagement activities.
- To inculcate values of responsibility, discipline, and social awareness.

Early Identification of Challenges

- To identify academic difficulties, behavioural issues, or personal challenges at an early stage and provide timely intervention.
- To reduce dropout rates and ensure smooth academic progression.

Strengthening Teacher-Student Bond

- To establish a continuous, trust-based relationship between mentors and mentees.
 - To ensure that students feel connected, motivated, and guided throughout their academic journey.
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STRUCTURE OF THE MENTORING PROCESS

Mentor Allocation

- Each student is assigned a faculty mentor at the beginning of the academic session.
- A mentor-to-mentee ratio is maintained for effective monitoring.

Mentoring Sessions

- Regular one-to-one and group mentoring sessions are conducted.
- Interaction records are maintained for continuous monitoring.

Areas of Mentoring

- **Academic Support** - study planning, performance tracking, remedial measures.
- **Career Guidance** - higher education, internships, placements, entrepreneurship.
- **Personal Counselling** - emotional well-being, stress management, value orientation.
- **Skill Development** - leadership, communication, teamwork, innovation.

Documentation & Monitoring

- Each mentor maintains a mentoring diary/record with details of sessions, concerns, and actions taken.
 - Periodic reviews are conducted by departmental and institutional mentoring coordinators.
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ROLES AND RESPONSIBILITIES

Mentor

- To direct students in the right path related to academics, career, and personal development. This means showing them opportunities, helping them make decisions, and giving advice on how to achieve their goals
- To listen and provide solutions to academic, emotional, or personal challenges faced by students. Mentors act as advisors who help students deal with stress, confusion, or difficulties in a positive and constructive manner.
- To inspire and encourage students to perform better, stay focused, and remain confident in their abilities. Motivation helps students overcome setbacks and build resilience.
- To regularly track and evaluate the performance of students in their studies. Mentors check attendance, grades, project work, participation in activities, and overall growth, ensuring students are on the right path.
- To offer individual attention to each student according to their unique needs, strengths, and weaknesses. This ensures that every student gets tailored guidance rather than a "one-size-fits-all" approach.

Mentee

- Students should regularly attend mentoring meetings and take part with interest. Participation means engaging in discussions, asking questions, and being open to learning, rather than being passive listeners.
 - Students are encouraged to communicate openly about the difficulties they face, whether academic (like understanding concepts, exam stress), personal (such as confidence, time management), or career-related (choosing higher studies or jobs). Honest sharing helps mentors provide the right support.
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- After receiving suggestions and advice from the mentor, students are expected to apply them in practice. This could mean adopting better study habits, improving attendance, developing skills, or working on personal growth areas.

OUTCOMES

- Improved academic performance and reduced dropout rates.
- Enhanced employability and career readiness.
- Holistic personality development and value-based education.
- Stronger teacher-student bonding and institutional support system.


Director IQAC
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