



GOKHALE EDUCATION SOCIETY'S

B.Y.K.(SINNAR) COLLEGE OF COMMERCE, NASHIK MAHARASHTRA 422005

7.2 Best Practices

7.2.1: Describe two best practices successfully implemented by the Institution as per NAAC format provided in the Manual

Sr No	Best Practice
1	Scholar Group Activity
2	Mentor-Mentee Activity

BEST PRACTICE-2

Mentor Mentee Activity

1. Objectives of the Practice:

The objective of the Mentor Mentee Activity is to foster professional growth and development among faculty members through a supportive mentorship relationship. The goal is to enhance teaching effectiveness, instill soft skills, and facilitate career planning and decision-making, ultimately contributing to the improvement of the educational institution.

2. The Context:

The mentor-mentee program is designed to address the specific needs of newly appointed teachers, providing them with guidance and support from experienced senior faculty members. The focus is on various aspects of teaching, including lesson planning, classroom instruction, examination processes, research work, and overall academic and personal development.

3. The Practice:

Pairing Mentors and Mentees:

Match experienced senior faculty (mentors) with newly appointed teachers (mentees) based on expertise and compatibility.

Regular Meetings:

Facilitate regular one-on-one or group meetings between mentors and mentees to discuss teaching methodologies, challenges, and growth opportunities.

Skill Development:

Guide mentees in developing essential soft skills such as effective communication, classroom management, and student engagement.

Career Guidance:

Assist mentees in setting clear career goals, making informed decisions, and providing insights into career pathways within the academic realm.

Quality Assurance:

Offer guidance to mentees on maintaining high standards in examination processes, paper setting, paper checking, and ensuring accuracy in administrative records.

Research and Pedagogy Support:

Provide mentorship in research work, pedagogical approaches, project implementation, and strategies for successful publication and securing research funding.

4. Evidence of Success:

Improved Teaching Effectiveness:

Observations and feedback from mentees and peers showcasing enhanced teaching skills and methodologies.

Positive Career Outcomes:

Progress and achievements of mentees in their career paths, as evidenced by promotions, awards, or successful research endeavors.

Higher Academic Quality:

Improved examination processes and academic records, reflecting the impact of mentorship on maintaining high standards.

5. Problems Encountered and Resources Required:

Challenges:

Resistance or lack of active participation from some mentors or mentees.

Balancing mentorship responsibilities with regular teaching duties.

Resources:

Dedicated time and funding for mentorship programs.

Training and workshops for mentors on effective mentoring techniques.

Evaluation mechanisms to assess the effectiveness of the mentor-mentee program.

**Gokhale Education Society's
B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
2019-2020**

In the year 2019-20 very innovative scheme named Mentor-Mentee Programme was initiated, which was initially conceptualized by Sir.Dr.M.S.Gosavi. Mentoring is a method of helping an individual reflect, learn and develop professionally through the support of someone more experienced. Idea behind this was senior teachers can help junior teachers on the basis of their experience. In various ways like how to prepare themselves from preparing notes, lecture planning till delivery of instructions in classroom. At times it is necessary to take help or guidance of seniors to deal with students, to know about student's psychology and behavioural issues. If such issues solved then and there it is useful for the students to put their resources for betterment of personality.

Mentors are essentially facilitators who allow their mentees to discover their own direction. Mentors offer 'soft' skills such as effective listening and questioning and have a genuine commitment in improving the quality of the mentees thinking about the issues that are important to them. Using their own experience they may also offer guidance on a particular issue or the development of a skill. A mentor may help in Career planning, making decisions confidently, setting and achieving clear development goals. Developing new and/or better working relationships. Gaining awareness of the requirements and demands of research and academic roles. Development of research funding, and/or publication strategies. Managing workloads and gaining a better work-life balance / sense of wellbeing. In commerce college this scheme proved very helpful and effective as it deals with aspects right from lesson planning to evaluation. The small mistake in examination records may lead to chaos. Newly appointed teachers need guidance in paper setting, paper checking and even preparing a junior supervisor's report. Research work including pedagogy, project work and almost every aspect of teaching learning process. The interaction with the mentor has resulted in expected changes. This helps to carry organization's culture and maintain quality from earlier generation to next generation.

Dr. Ram Kulkarni
Chief Mentor

Dr. Mrs. Smita Rameshchandra
Mentor

**G.E. Society's
B.Y.K. College of Commerce, Nashik
(2019-2020)
A programme for Teachers Development
Chief Mentor: Prin. Dr. Ram Kulkarni**

Sr. No.	Name of the Teacher	
1	Dr. H.K.Kochargaonkar	Mentor
2	Dr. Mrs. K.S. Nikam	Mentee
3	Mrs. Anuradha More	Mentee
4	Dr. Mrs. Manisha Navare	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Mrs. Smita Rameshchandra	Mentor
2	Dr. P. L. Pagdhare	Mentee
3	Mr.Pradip More	Mentee

Sr. No.	Name of the Teacher	
1	Dr. G.V Kayandepatil	Mentor
2	Dr.Sunil More	Mentee
3	Dr. S.D Nikam	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Vijay Kumar Wavale	Mentor
2	Dr. B. B. Gadekar	Mentee
3	Dr. H. P. Wangarwar	Mentee
4	Shri. Atul Ghorpade	Mentee

Sr. No.	Name of the Teacher	
1	Shri. P. S. Kulkarni	Mentor
2	Dr. Mrs. S. G. Pimpale	Mentee
3	Shri. Kiran Aher	Mentee

Sr. No.	Name of the Teacher	
1	Shri. S. V. Sindekar	Mentor
2	Mrs. S. S. More	Mentee
3	Dr. Mrs. A. A. Kulkarni	Mentee
	Shri. P. P. Bawane	Mentee

Sr. No.	Name of the Teacher	
1	Dr. M. R. Bhavasar	Mentor
2	Mrs. L. M. Kulkarni	Mentee
3	Mrs. K. T. Korgaonkar	Mentee
4	Mrs. Netra Rojekar	Mentee
5	Mrs. S.N.Gadekar	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Mrs. J. R. Kulkarni	Mentor
2	Shri. Sachin Bagul	Mentee
3	Ms. Ananya Chaudhari	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Leena Bhat	Mentor
2	Ms. Komal Harale	Mentee
3	Prajakta Salunke	Mentee

Sr. No.	Name of the Teacher	
1	Dr. V. V. Jawale	Mentor
2	Dr. Mrs. Dipali More	Mentee
3	Shri. R. B. Pathak	Mentee

Sr. No.	Name of the Teacher	
1	Dr. D. K. Bhavari	Mentor
2	Mrs. M. J. Khairnar	

Sr. No.	Name of the Teacher	
1	Dr. A. R. Chintamani	Mentor
2	Dr. Rohini Pachore	Mentee
3	Mrs. Nilopher Shaikh	Mentee
4	Shri. Ankush Kapadne	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Sonali Chindhade	Mentor
2	Mrs. Anagha Kannav	Mentee
3	Mr. Suyog Jadhav	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Pallavi Joshi	Mentor
2	Mr. Sachin Aurange	Mentee
3	Mrs. Rama Yadav	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Indira Singh	Mentor
2	Ms. Vinita Kulkarni	Mentee
3	Mrs. Priya Singh	Mentee

Sr. No.	Name of the Teacher	
111	Dr. Mrs. Kalyani D. Patil	Mentor
222	Mrs. Pooja K. Patil	Mentee
333	Mrs. Sushila D. Dalgle	Mentee

**G.E. Society's
B.Y.K. College of Commerce, Nashik
(2020-2021)**

A programme for Teachers Development

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3		Mentee

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2	Mr. Sachin Aurange	Mentee
3	Mrs Rama Yadav	Mentee

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2	Ms. Vinita Kulkarni	Mentee
3	Mrs. Priya Singh	Mentee

Sr. No.	Name of the Teacher	
1	Dr.Sushumna Kane	Mentor
2	Dr.Pooja Talreja	Mentee
1	Dr. Pradnya D. Patil	Mentor
3	Mrs Swati Naval	Mentee
2	Miss Smita Dhanu Kajale	Mentee
3	Ms. Sharda Bhingarkar	Mentee

**Gokhale Education Society's
B.Y.K. College of Commerce, Nashik
(2021-2022)**

A programme for Teachers Development

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3	Mr.Pradip More	Mentee

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2	Adv. M.L. Bhat	Mentee
3	Prajakta Salunke	Mentee

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3	Mrs. Priya Singh	Mentee

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1	Dr.Sushumna Kane	Mentor
2	Dr.Pooja Talreja	Mentee
3	Mrs Swati Naval	Mentee

Sr. No.	Name of the Teacher	
1	Dr. Pradnya D. Patil	Mentor
2	Miss. Seeta D. Patil Kajale	Mentee
3	Ms. Sharda D. Bhangale	Mentee

**G.E. Society's
B.Y.K. College of Commerce, Nashik
(2022-2023)**

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3	Shri. Sunil Deshmukh	Mentee

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1	Mrs. S. S. More	Mentor
2	Shri. Sangle Krishna Pandharinath	Mentee
4	Shri. P. P. Bawane	Mentee

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2	Ms. Ananya Chaudhari	Mentee
3	DR. Vaishali Patil	Mentee
4	Sonali Mharsale	Mentee

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1	Dr. Leena Bhat	Mentor
2	Adv. M.L. Bhat	Mentee
3	Smt. Swathi Vijayan	Mentee

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1	Dr.Nandini Dhat	Mentor
3	Mrs Swati Naval	Mentee
2	Miss Smita Dhanikajale	Mentee
3	Mrs. Sharda Bhangale	Mentee

Mentor Mentee Team



**Gokhale Education Society's
B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
Academic Year 2019-20**

Sr. No.	Topic	Name of the Faculty	Date	Time
1	Personality Development & Soft Skills	Dr. H.K.Kochargaonkar	12/11/2019	10 to 11 am
2	Work Life Balance	Dr. Mrs. Smita Rameshchandra	8/01/2020	10 to 11 am
3	Research Methodology	Dr. M. R. Bhavsar	3/03/2020	10 to 11 am

Schedule



Principal Dr. Ram Kulkarni Sir addressing the Staff Members as a Chief Mentor in Dekhney Hall



Vice Principal Dr. Kochargaonkar Sir addressing the mentees in Dekhney Hall

**Gokhale Education Society's
B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
2020-2021**

Mentor-Mentee Programme was conceptualized by Sir. Dr. M. S. Gosavi in the year 2019-20. This innovative scheme was started under the guidance of Dr. Ram Kulkarni. During the Pandemic, education has changed dramatically, with the distinctive rise of e-learning, whereby teaching is undertaken remotely and on digital platforms. Under such circumstances Mentor –Mentee program played a vital role. Throughout the year Mentors guided the Mentees to use the online platform for teaching. It gives us immense pleasure and happiness in sharing the fact that all the mentees embraced the change in the teaching methods. The teachers were taught how to use Google Classroom for getting connected with the students.

Research suggests that online learning has been shown to increase retention of information, and takes less time in making the students understand the concepts better. Further as we all know that online classes have changed the way of teaching. It enables us to reach out to many students more efficiently and effectively through chat groups, video meetings, voting and also document sharing. Students also find it is easier to communicate so

keeping these things in mind, Mentors motivated the Mentees by making few videos and all the teachers are now in the process of preparing short videos apart from the regular lectures regarding few important concepts from their area of specialization. Very soon, a huge database of information about the important topic would be available for the students benefit.

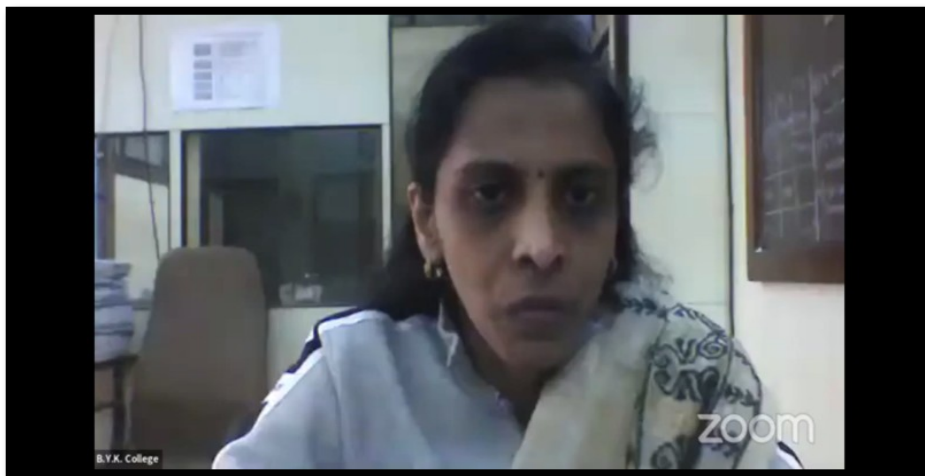
Apart from teaching, the mentees were taught to prepare their teaching plan and teaching reports digitally. This saved their time and their work could be easily accessed when ever needed by the Mentors. This year due to Mentor –Mentee Program the teachers could converted the role of students from “passive receptors” to “active participants” The change, in the teaching is likely to stay positively in some areas of teaching and can be seen in the way academic content is being created, delivered. And hence in future Mentor- Mentee Programme will further work on striking a balance between online and offline teaching and learning.

**Gokhale Education Society’s
B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
Academic Year 2020-21
Schedule**

Sr. No.	Topic	Name of the Faculty	Date	Time
1	Changing Life Style and Digitalization	Dr. Leena Bhat	15/05/2020	10 to 11 am
2	Online Teaching on Virtual Platform & E-Content Development	Mrs. Suvarna Mulay	10/07/2020	10 to 11 am



Dr. Leena Bhat conducting an Online session on “Changing Life Style and Digitalization”



Mrs. Suwarna Mulay conducting an Online session on “Online Teaching on Virtual Platform & E-Content Development”

Gokhale Education Society's
B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
2021-2022

Mentor Mentee Programme is a professional activity, a trusted relationship between mentor and mentees and a meaningful commitment. This programme is successfully carried out in our college from 2019 which was conceptualized by Sir. Dr. M.S. Gosavi and under the guidance of Prin.Dr. Ram Kulkarni.

Keeping in mind the New Education Policy 2020 the mentor mentee program has identified core areas under which mentees were tuned. The mentees were given proper training regarding the Internship program which the third year students were expected to undergo for the first time for undergraduate courses. Under the mentor mentee programme the college felt it necessary to train the teachers before they guide the students. Under the guidance of respective mentors a proper manual with all the necessary explanations and formats was designed for students. The mentees prepared a power point presentation regarding the Internship Program. All the mentees were first trained by their mentor including the FAQ's which will be asked by the students. Each mentee who was a guide in his/her subject was later asked to present the internship details to the students. As a result all the students of B.Com, BBA BBA (IB) and BBA (CA) successfully completed their Internship and confidently faced the university Viva Voce regarding the same.

Throughout the year mentors guided the mentees to use Blended Mode of learning in classes using multiple modes of teaching including class room teaching, online lecture and conducting students's presentation etc. It enabled us to reach out to many students more efficiently and effectively.

This year due to Mentor-Mentee Program the teachers could guide the students to successfully complete their 60 hours of Internship Programme in different professional institutes and business organizations. Internships not only provided students with the first-hand experience in the real working world but also enabled them to understand the career trajectory for their desired job title. They learned how to apply the knowledge you have

acquired during an internship to their future workplaces. In addition to this, it is an excellent learning curve for under graduates while meeting professionals and making connections in the professional world.

**Gokhale Education Society's
B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
Academic Year 2021-22
Schedule**

Sr. No.	Topic	Name of the Faculty	Date	Time
1	Blended Teaching	Dr. Indira Singh	11/10/2021	10 to 11 am
2	Internship Training	Dr. Sushumna Kane	10/01/2022	10 to 11 am

Dr. Ram Kulkarni
Chief Mentor



Dr. India Singh conducting a session on “Blended Teaching” in Hall No. 8



**Dr. Sushumna Kane conducting a session on “Internship Training” in Hall No. 9
Gokhale Education Society’s**

B.Y.K. (Sinnar) College of Commerce, Nashik -5

Mentor - Mentee Programme

2022-23

One of the primary objectives of the Mentor-Mentee Programme for the academic year 2022-23 was to enhance mentees' proficiency in academic writing. Various sessions were organized to provide mentees with insights and techniques for effective academic writing. This initiative aimed to improve their overall academic performance and scholarly abilities.

Mentees were informed about the active role of teachers in college committees. They were educated about the importance of teachers' contributions to the smooth functioning of these committees and their impact on the college's growth and development.

A lecture on communication skills was organised to make aware the teachers about various communication skills required in teaching profession. The session aimed to enhance the communication abilities of mentees, recognizing its fundamental role in their academic and professional success. Practical tips and strategies were provided to help mentees improve their verbal and written communication skills.

A workshop on teaching methodology was conducted. This workshop was designed to equip mentors with effective teaching techniques and methodologies, ensuring they could guide and support their mentees optimally throughout the academic year.

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B.Y.K. (Sinnar) College of Commerce, Nashik -5
Mentor - Mentee Programme
Academic Year 2022-23
Schedule**

Sr. No.	Topic	Name of the Faculty	Date	Time
1	Academic Writing	Prof.Sachin Bagul	12/10/2022	10 to 11 am
2	Role of Teacher	Dr.V.N.Suryavan shi	17/01/2023	10 to 11 am
3	Communication Skilss	Dr, Mrs Kanchan Nikam	28/01/2023	10 to 11 am
4	Teaching Methodologies	Dr.Mrs.L.M.Bhat	10/02/2023	10 to 11 am

Principal Dr.V.N.Suryavanshi conducting a session on ‘Role of a Teacher’.



Dr.L.M.Bhat delivering a lecture on ‘Teaching Methodologies’

