

No.AIMSTSR/PRL/C&N/12/2024/91

27.11.2024

NOTICE

There will be a meeting related to Mentorship program (2024 MBBS batch) on 30th November, 2024, 2.30 pm in BXM Conference Hall, St. Joseph's Block. List of faculty to attend the meeting is attached herewith.

Please make it convenient to be present for the meeting.

To
HOD's of Phase 1 & Phase II (to inform faculty)

Copy to : Director/Associate Director/ Vice Principal's/ Curriculum Coordinators/Class Teacher/
Tutorial System Coordinator/ Asst. Tutorial System Coordinator/ CAO/ IQAC

Betsy Thomas

Principal

Dr. BETSY THOMAS

MD, FRCOG, DNB, MICOG

PRINCIPAL

AMALA INSTITUTE OF MEDICAL SCIENCES
AMALA NAGAR, THRISSUR-680 555



PROGRAMME SCHEDULE

Welcome speech

: **Dr. S.Monica Diana**

Assistant Co-ordinator,
Mentorship Programme

Importance of Mentorship
Programme

: **Dr. Betsy Thomas**
Principal, AIMS

Presentation on Mentorship
Programme

: **Dr. Tinju James**
Chief Co-ordinator,
Mentorship Programme

Discussion

:

Vote of thanks

:

Mr. Remith P.R.
Class Teacher Phase I



AIMSTSR/PRL/IQAC/C&N/1/2025

25.04.2025


11.04.2025

No.AIMSTSR/PRL/C&N/12/2025/27

NOTICE

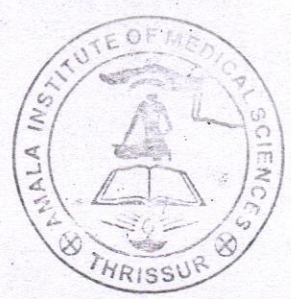
There will be a meeting related to Student Support & Guidance program (2024 MBBS batch) on 15th April, 2025, 3.30 pm in Forensic Demonstration Hall.

Please make it convenient to be present for the meeting.

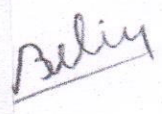


Principal

Copy to : Director/Associate Director/ Vice Principals/ SSGP Nodal Officers / Class Teachers/CAO/IQAC



Institute of Medical
Science, 2025 will be
in MEU Hall.
All mentors are
for active participation.



Betsy Thomas
Chairman



Event Brochure:



Amala

INSTITUTE OF MEDICAL SCIENCES

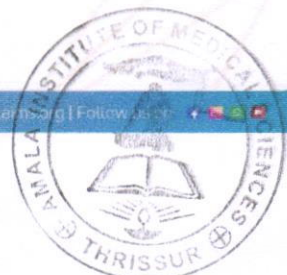
AMALA NAGAR, THRISSUR, KERALA

REDEFINING
CARE
everyday
in every way.



Scientific **Mentorship** **Programme 2025**

Date : 02/05/2025 | Venue : MEU Hall, AIMS
Time : 2 pm onwards



PROGRAMME SCHEDULE

- Welcome speech : **Dr. S. Monica Diana**
Assistant Co-ordinator,
Mentorship Programme
- Presentation on Mentorship Programme : **Dr. Tinju James**
Chief Co-ordinator,
Mentorship Programme
- Importance of Mentorship Programme : **Dr. Betsy Thomas**
Principal, AIMS
- Discussion :
- Vote of Thanks : **Dr. Tinju James**
Chief Co-ordinator,
Mentorship Programme



Amala Institute of Medical Sciences

Internal Quality Assurance Cell (IQAC)

Event Title	Scientific Mentorship Programme 2025
Date	May 2nd, 2025
No. of Participants	40 Mentors/ Faculties from AIMS
Venue	MEU Conference Hall, Amala Institute of Medical Sciences (AIMS), Thrissur
Organized	Quality Enhancement Initiatives under IQAC
Key person in charge	Dr. Tinju James, Mentorship Coordinator, Professor, Dept. of Physiology
Theme	Mentorship for Tomorrow's Medical Doctors

Report on the Scientific Mentorship Programme 2025

The **Scientific Mentorship Programme 2025** was convened on 2nd May 2025, commencing at 2:00 PM with a moment of silent prayer. The session opened with a welcome address delivered by Dr. Tinju James, Mentorship Coordinator and SSGP Nodal officer, followed by the presidential address and formal inauguration by Principal and IQAC Chairman of AIMS, Dr. Betsy Thomas. The dignitaries felicitated during the inaugural session included Dr. Lola Das, Vice Principal and Dr. Deepti Ramakrishnan, Vice Principal and IQAC Coordinator. The vote of thanks was proposed by Dr. Mathew Joseph, SSGP Nodal Officer, formally concluding the inaugural segment at 2:23 PM. Subsequently, Dr. Betsy Thomas, IQAC Chairman provided an overview of the Internal Quality Assurance Cell (IQAC) and the institutional framework for mentorship documentation. Her address underscored the significance of systematic mentorship practices and the need for consistent record-keeping to ensure quality assurance and continuity.

The session featured insightful thoughts by Dr. Prameela Menon began the session by focusing on Understanding the Foundation of mentoring, emphasizing the importance of trust, empathy, and mutual respect in cultivating meaningful mentor-mentee relationships. She highlighted how these core values form the bedrock of impactful mentorship, promoting both personal and professional growth for all participants.

The session concluded with a reflection on the Long-Term Impact of structured mentorship. The speakers discussed how sustained and intentional mentoring can significantly enhance



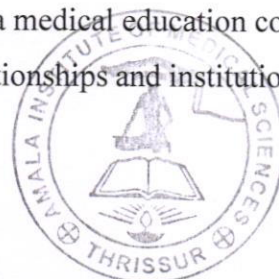
student confidence, inform academic and career choices, and foster a positive and cohesive institutional culture. They emphasized that when mentorship is approached with sincerity and strategic planning, it can leave a lasting and transformative impact on both individual lives and the academic ecosystem as a whole.

Dr. Tinju James, who explored the foundational concepts and guiding principles of effective mentoring. She presented an overview of the **AIMS Mentorship Policy 2025**, emphasizing its role in formalizing and standardizing the institution's mentoring practices. She outlined key components of the policy, including the delineation of mentor and mentee roles, ethical guidelines, structured session formats, and integrated feedback mechanisms. She also showcased the **soft copy of the 'Mentor–Mentee Record'**, explaining its structure and utility in documenting key aspects of each mentoring interaction. Dr. James elaborated on responsible ways to maintain these records, particularly when handling sensitive information disclosed by mentees, stressing the importance of confidentiality and professionalism in documentation. The policy, she explained, is designed to promote consistency, effectiveness, and integrity in mentoring across all departments, aligning with AIMS's broader academic and developmental goals.

Building on this foundation, both speakers examined **Mentor–Mentee Dynamics**, offering practical insights into clearly defined roles and responsibilities within the mentorship framework. They underscored the importance of setting healthy boundaries, upholding professional ethics, and fostering open, honest communication—elements essential to sustaining a supportive and effective mentoring environment.

This was followed by a **Panel Discussion** on “Scientific Mentorship in Medical Education” was conducted on 2nd May 2025 from 2:40 PM to 4:00 PM at the MEU Hall of Amala Institute of Medical Sciences, Thrissur. The event was organized under the Scientific Mentorship Program and brought together key stakeholders including faculty members, program coordinators, and students to deliberate on effective mentoring practices in medical colleges. The discussion was moderated by Dr. Mathew Joseph and featured a panel of six speakers. Aim of the discussion

1. To explore the essential qualities of a good mentor in a medical education context.
2. To identify common challenges in mentor-mentee relationships and institutional strategies to mitigate them.



3. To understand how mentorship can support both academic and emotional aspects of student life.
4. To examine the role of the Student Support Guidance Program (SSGP).
5. To capture the student perspective on effective mentorship.
6. To propose strategies to embed a culture of mentorship in medical colleges.

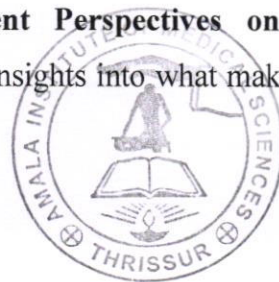
Speaker 1: Dr. Deepti Ramakrishnan (Topic: Key Qualities of a Good Mentor and Their Impact): - Dr. Deepti emphasized that effective mentors in medical colleges must demonstrate clinical competence, empathy, strong communication, commitment, and professionalism. She discussed how these traits foster academic success, professional growth, ethical conduct, and emotional well-being among mentees. Her presentation highlighted mentorship as a transformative relationship that moulds future medical professionals.

Speaker 2: Dr. Dijoe Davis (Topic: Challenges in the Mentor-Mentee Relationship and Institutional Solutions): - Dr. Dijoe addressed the frequent obstacles in mentorship, such as mismatched expectations, poor communication, and time constraints. He proposed structured orientation programs, protected mentoring time, and faculty development initiatives to improve mentoring relationships. His recommendations included integrating mentorship into faculty evaluations and creating mechanisms for anonymous feedback.

Speaker 3: Dr. Sruthy M.V. (Topic: Structuring Mentorship to Support Holistic Student Development): - Dr. Sruthy presented a multi-dimensional framework for mentorship programs that address academic guidance, emotional well-being, and career development. She emphasized tiered mentorship models, including faculty, resident, and peer mentors, supported by structured goal-setting and cultural sensitivity training. Her talk advocated for recognition systems to honour outstanding mentors.

Speaker 4: Dr. Tinju James (Topic: Role and Strengthening of the Student Support Guidance Program (SSGP)): - Dr. Tinju highlighted the SSGP's proactive role in identifying and supporting at-risk students through early interventions, individualized plans, and confidential support. To strengthen the program, she recommended formal referral protocols, training faculty in active listening and trauma-informed care, and better integration with mentoring and academic advising.

Speaker 5: Student Representative (Topic: Student Perspectives on Meaningful Mentorship): The student representative shared candid insights into what makes mentorship



meaningful: trust, accessibility, consistency, and tailored support. They called for improved mentor-mentee matching, structured planning, near-peer mentoring, and better feedback systems. Emphasis was placed on addressing work-life balance and providing mentorship that nurtures both academic and emotional resilience.

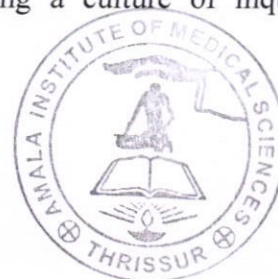
Speaker 6: Dr. Mathew Joseph (Moderator) (Topic: Creating a Culture of Mentorship and Guidance in Medical Colleges): - Dr. Mathew concluded the discussion by underlining the importance of institutional culture in sustaining mentorship initiatives. He advocated for integrating mentorship into curricula, rewarding faculty involvement, and promoting a “culture of care.” Dr. Mathew emphasized leadership support, continuous training, and visible communication strategies as key enablers for building engagement and trust.

Key Takeaways of the Panel discussion is:

- Mentorship should be holistic, encompassing academic, emotional, and professional guidance.
- Institutions need to create formal structures and recognition systems to support mentoring efforts.
- Programs like SSGP must be integrated into the broader academic and mentoring ecosystem.
- Feedback loops and monitoring systems are essential for continuous improvement.
- Students value personalized, consistent, and supportive relationships with mentors.

The panel discussion provided valuable insights into developing effective mentorship frameworks in medical education. The involvement of both faculty and students ensured a balanced exchange of ideas and actionable recommendations. The session concluded with a strong call for embedding mentorship as a core component of medical training, backed by institutional commitment, structured implementation, and ongoing evaluation.

The panel discussion on the Scientific Mentorship Program offered valuable insights into the importance of structured mentorship in nurturing the next generation of researchers and healthcare professionals. The dialogue between experienced mentors and aspiring mentees highlighted the mutual benefits of mentorship, including knowledge transfer, professional growth, and the development of critical thinking skills. Key themes such as the need for sustained guidance, ethical research practices, and fostering a culture of inquiry were consistently emphasized.



Inauguration Ceremony

Welcome Address	: Dr. Tinju James Mentorship Coordinator & SSDP Nodal Officer Professor, Dept. of Physiology,
Inaugural Address	: Rev. Fr. Antony Mannummel CMI, Associate Director,AIMS
Lighting of the Lamp Presidential Address	: Dr. Betsy Thomas Professor, Dept. Of Obstetrics & Gynaecology, Principal & IQAC Chairman
Felicitation	: Dr. Lola Das Professor & HOD, Vice Principal, Anatomy : Dr. Deepti Ramakrishnan Professor, Vice Principal & IQAC Coordinator, AIMS
Vote of Thanks	: Dr. Mathew Joseph SSDP Nodal Officer Assistant Professor, Anatomy



Scientific Mentorship Sessions Mentoring for Scientific Growth

Guiding the Next Generation of Doctors

Dr. Prameela Menon,
Professor,
Dept. of Obstetrics & Gynaecology

AIMS Mentorship Policy, 2025

Dr. Tinju James,
Mentorship Coordinator &
SSDP Nodal Officer
Professor, Dept. of Physiology



Panel Discussion:

Perspectives on Mentorship in Medical Education

Moderator:

Dr. Mathew Joseph

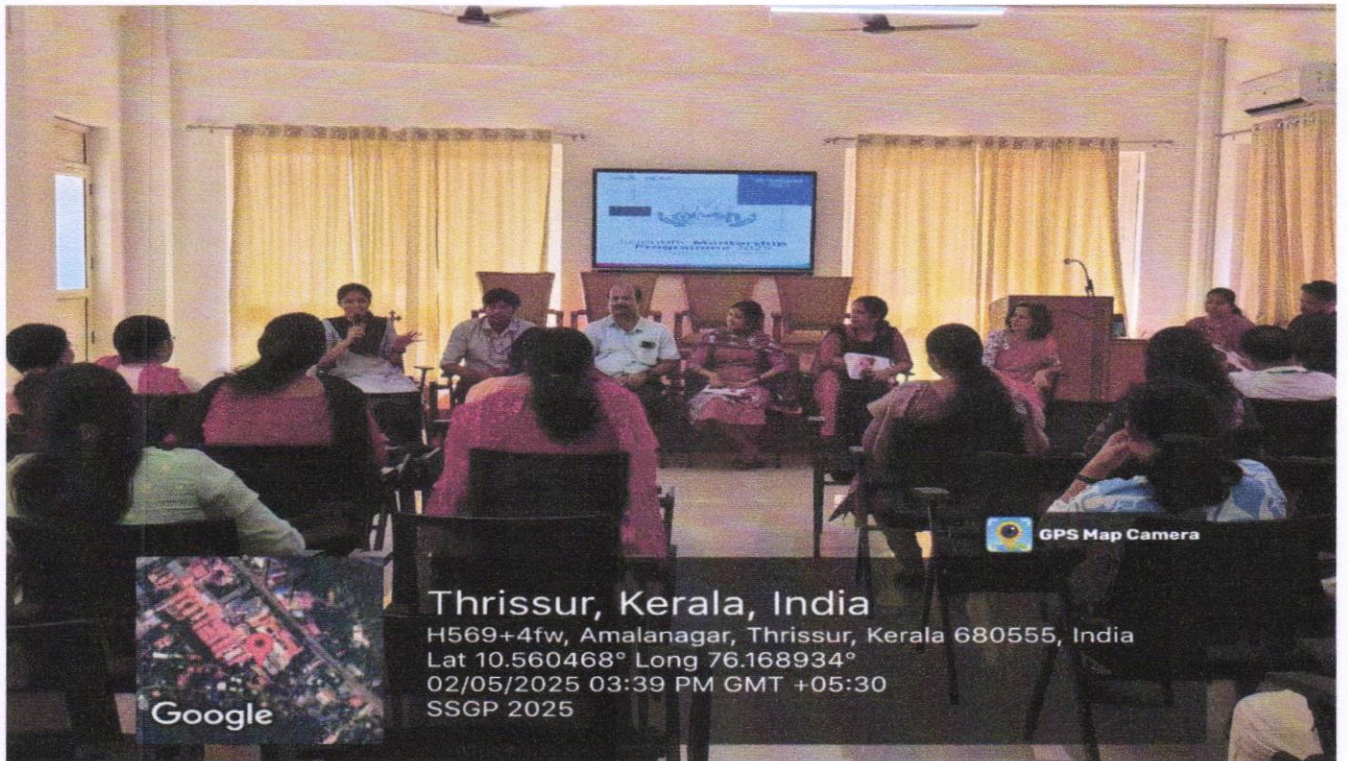
An open dialogue exploring challenges,
experiences, and future directions of
mentorship at AIMS.

Student Support and Guidance Programme (SSGP),

AIMS, Thrissur
Dr. Mathew Joseph,
SSGP Nodal Officer,
Assistant Professor, Anatomy







GPS Map Camera



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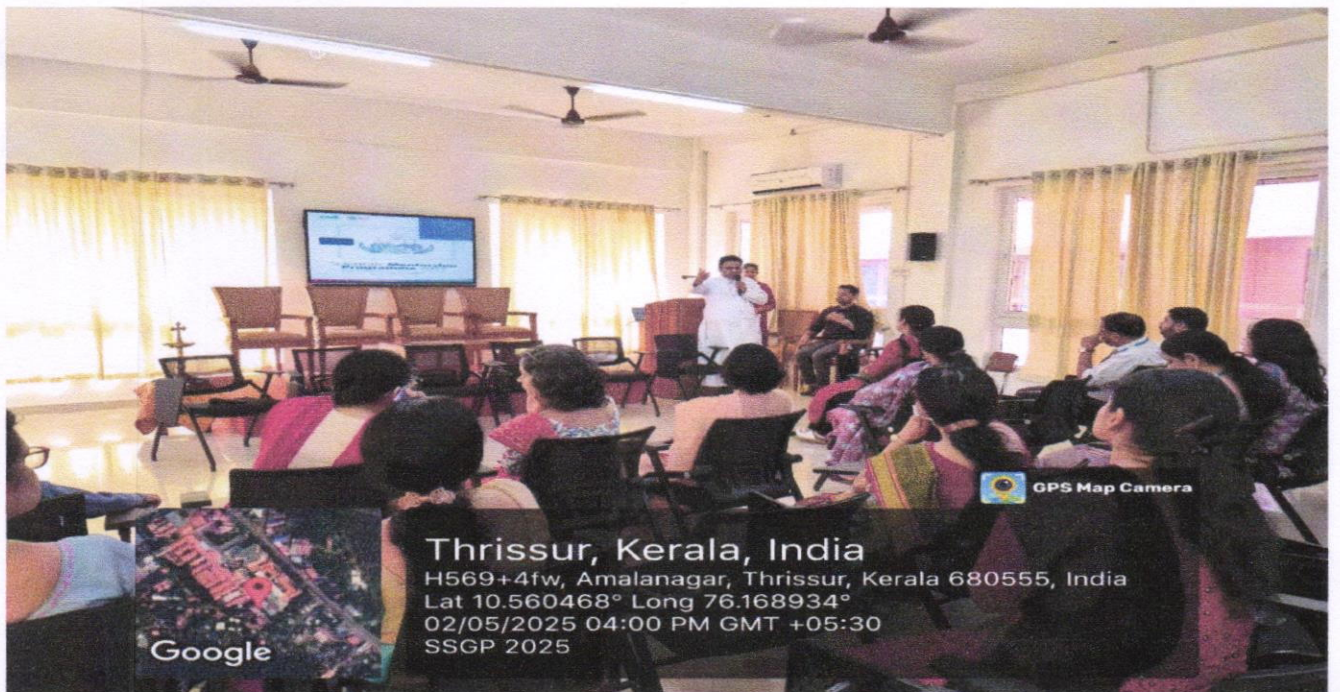
Thrissur, Kerala, India

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SSGP 2025



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SSGP 2025





TRAINING ATTENDANCE SHEET

Topic: Scientific Mentorship Programme 2025

Date & Time

02/05/2025, 2 PM

Venue

MEU Hall, AIMS

Dept: IQAC, Medical college

Name of Trainer

Dr. Tinju, Dr. Mathias, Dr. Prasad

L No.	Name of the staff	Department	Designation	Signature
1	DR ANISH S	General Medicine	Associate Professor	<i>Anish</i>
2	DR. JOSE VINCENT	COMMUNITY MEDICINE	ASSOCIATE PROFESSOR	<i>Jose</i>
3	DR. PARVATHY. T. J	COMMUNITY MEDICINE	SENIOR RESIDENT	<i>Parvathy</i>
4	Kenneth PR	Anatomy	Assistant Professor	<i>Kenneth</i>
5	Dr. Benny Rajan	Pharmacology	Asst. Professor	<i>Benny</i>
6	Dr. Anitha A	Biochemistry	Prof.	<i>Anitha</i>
7	Dr. Anwaris Alex	Microbiology	Associate Professor	<i>Anwaris</i>
8	DR. MARIA THOMAS	MICROBIOLOGY	Assistant Professor	<i>Maria</i>
9	Dr. Subi Das	Microbiology	Associate Professor	<i>Subi</i>
10	Dr. V.K. Prathiba	PHARMACOLOGY	PROFESSOR & HOD	<i>Prathiba</i>
11	Dr. Anusha Bose	Pharmacology	SR	<i>Anusha</i>
12	Dr. Elina Jose	Pharmacology	SR	<i>Elina</i>
13	Dr. Prince M. Paul	Forensic Medicine	PROFESSOR & HOD	<i>Prince</i>
14	DR. BOBAN BABU	FORENSIC MEDICINE	PROFESSOR	<i>Boban</i>
15	Dr. Sruthi M V	Community medicine	Associate Professor	<i>Sruthi</i>
16	Dr. Mini Kariappa	ANATOMY	PROFESSOR	<i>Mini</i>
17	Dr. M. C. Janardhan	PATHOLOGY	PROF - HOD	<i>Janardhan</i>
18	Dr. Lalitha K Nair	Pathology	Prof.	<i>Lalitha</i>
19	Dr. Deepthi R.	Pathology	Prof.	<i>Deepthi</i>
20	Dr. Reena John	Microbiology	PROF & HOD	<i>Reena</i>
21	Dr. Bindu C.B	Physiology	PROF & HOD	<i>Bindu</i>
22	Dr. Suresh K V	Microbiology	HOD & PROF	<i>Suresh</i>
23	Dr. S. Monica Diana	Anatomy	Professor	<i>Monica</i>
24	Dr. STELLIN AGNES MICHAEL	Anatomy	Associate Professor	<i>Stellin</i>
25	Dr. Lala Das	Anatomy	Professor & HOD	<i>Lala</i>
26	Dr. Jethu John	Pediatrics	Asst. Prof.	<i>Jethu</i>
27	Dr. Jenice Jay	Pathology	Senior Resident	<i>Jenice</i>
28	Dr. Neeraja B	Forensic Medicine	Asst. Prof.	<i>Neeraja</i>
29	Dr. Nayana Sunil	Physiology	Asst. Professor	<i>Nayana</i>
30	Dr. Heetha C G	Pathology	Asst Prof	<i>Heetha</i>

Signature of Trainer

MSBCLAS 15

REF: HR/MS/NA/011

REF: 02/05/06/2024 Page 1 of 2





TRAINING ATTENDANCE SHEET

Scientific Membership Programme, 2025 Date & Time : 2/5/2025, 2 PM

Venue : MEU Hall, AIMS

BAC, Medical College

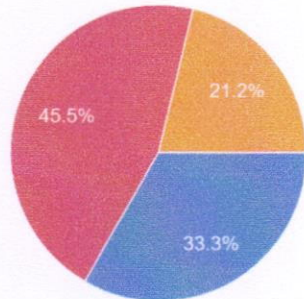
Name of Trainer

No	Name of the staff	Department	Designation	Signature
1	Dr. Sr. MERY IV	GEN MEDICINE	ASS. PROF	[Signature]
2	Roshan Roy Varghese	MBBS - 2021	Medical Student	[Signature]
3	Riya Tessa John	MBBS - 2021	Medical Student	[Signature]
4	Dr. Dijoak DAVIS	ORURO	ASS. PROF	[Signature]
5	Dr. Sreya P.B	Pathology	Assistant Prof	[Signature]
6	Dr. Ajin Joseph	Forensic Medicine	"	[Signature]
7	UJI K.O	ADMINISTRATION	ASSOCIATE CT	[Signature]
8	Dr. Sachin Chandramohan	Community Medicine	Asst. Professor	[Signature]
9	Dr. Smith C.M.	Community Medicine	Asst. Professor	[Signature]
0	Dr. Steffi Francis	Community Medicine	Asst. Professor	[Signature]
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Feedback

How would you rate your overall experience as a mentor?

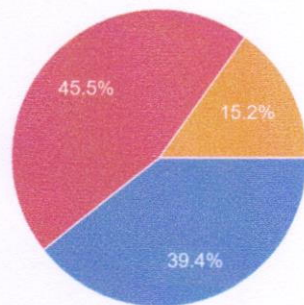
33 responses



- Excellent
- Good
- Average
- Poor

How would you evaluate the structure and coordination of the programme?

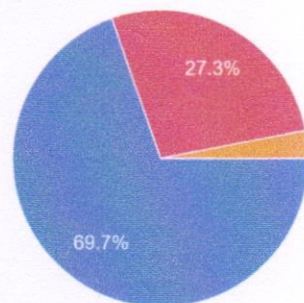
33 responses



- Very well-organized
- Organized
- Needs improvement
- Poorly organized

How effective were the communication and support from the organizing team?

33 responses

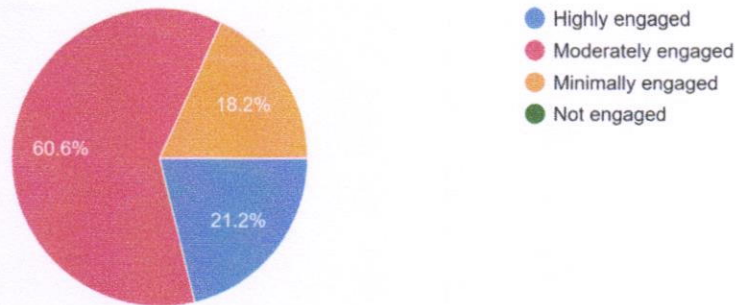


- Very effective
- Somewhat effective
- Not effective



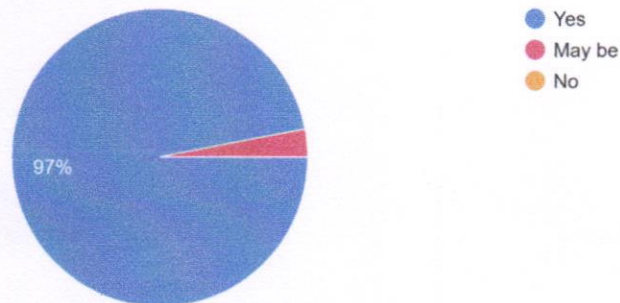
How would you rate your mentees' level of engagement and participation?

33 responses



Did you feel the objectives of the mentorship programme were clear to you?

33 responses



What were the key challenges you faced as a mentor?

Time management, after first visit mentees are not meeting mentors, Time constraint, Students not yet come to us, finding time to interact with mentees, Mentees needed time and more than one sitting to come out of their shell, Mentees are not interested, Getting the confidence of the mentees, Children not keen in meeting us. The present batch is better though. Mentoring students belonging to same phase as ours is easier than those of different phases, Scheduling meetings, not able to engage the mentees separately, Lack of specific training, to schedule meetings, getting students to meet me., Getting the students to meet me. 2024 batch is regular. Limited access to academic Data. There is a mismatch our timings. Time to see mentees



What suggestions do you have to improve the mentorship programme?

Give students to choose their mentors, Allow the program to evolve based on participant needs and feedback. Allow for flexibility with virtual meetings if in-person is difficult, Mentee to choose mentor, Teachers should teach well and become closer to mentees, Regular visits by students can be made compulsory and uniform, it's a good program., Assign specific time., As students said we will take them for social outings, Mentees should be briefed right from the beginning that the programme is entirely for their benefit and their wholehearted cooperation and participation should be assured, Single mentor throughout the curriculum, The mentees should be made aware that the programme is solely for THEIR benefit, Time table adjustment, Reduce number of mentees to 3 Get more mentors for phase 3 Part2 so that less number of mentees per mentor, It should be possible to engage the mentees and talk to them whenever possible , not time bound or according to time table, Formal Training by experts in the field and also sharing an agenda and program schedule before every event. So that we come informed about the event., Provide more opportunities for mentor mentee interaction, conduct an awareness program for mentees too, making them also responsible, Mentees to be made aware that it their responsibility too. Mentorship on a voluntary basis with a mentoring cell., Option to choose mentor should be implemented in all batches without much delay, Match mentors and mentee based on their interest, career goals skill gaps. Encourage regular open communication to build trust and rapport, Give the students an opportunity to choose their mentor

Betsy

Dr. BETSY THOMAS
MD, FRCOG, DNB, MICOG
PRINCIPAL

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AMALA NAGAR, THRISSUR-680 555



