



# International Health Economics Association

## Mentoring Program An Overview



# Introduction

## What is the iHEA Mentoring Program?

- A program that matches mentors and mentees willing to commit for a period of one year to a formal program
- A program that entails learning and development for both mentors and mentees

## Overall aim of the program

- To promote and foster a global network of scientists in health economics with mentoring support from leading experts in the field



# Mentorship for whom?

## Early career researchers (ECRs)

- PhD students or scientists who have received their highest degree (MSc, MA or PhD) within the past seven years

## Mid-career researchers

- Scientists who have received their highest degree 7-15 years ago at the time of registration to the program

Mentees need to be iHEA members



# The mentor

What does the mentor do?

- The mentor assists the mentee with his/her current and future challenges on his/her path for career development

How can the mentor do that?

- By motivating and empowering the mentee to identify his/her
  - Issues
  - Goals
- Help the mentee find ways of resolving issues and reaching goals
  - Acknowledging and respecting different ways of working



# Why become a mentor?

## Mentoring

- Involves providing support and seeing the mentee develop
- Can be an extremely rewarding process

## As a mentor you have the opportunity to

- Make your experience available to a new person
- Reflect on your own practice
- Develop your leadership and management skills
- Enhance your recognition and reputation in the health economics community
- Develop relationships with the next generation of health economists
- Spot talented early- and mid-career health economists



# Why become a mentee?

## Likely benefits

- Space to reflect on career and goals
- Support and encouragement
- Increased confidence and assertiveness

## Goals and issues may include how to:

- Develop your research and administration skills
- Manage time efficiently
- Establish collaborations and academic networks
- Develop teaching skills
- Write and publish your work
- Compete for grants and apply for posts
- Balance life and work



# How to apply as a mentee?

Complete an application form

- Name and email address
- Year of graduation
- Highest degree completed
- Current position/institution
- Current location
- Research areas
- Developmental goals in order of importance
- State if you prefer a mentor from a particular region



# How to apply as a mentor?

Provide following details:

- Name and email address
- Current position/institution
- Current location
- Preference in terms of ECR or mid-career mentee and educational background
- Research areas
- Mentoring areas in order of importance
- State if you prefer a mentee from a particular region

Experience requirements:

- Health economists with at least 10 years of experience in the field are eligible as mentors for ECRs
- 15+ years of experience is required for mentors for mid-career researchers



# How will the mentoring take place?

- Commitment is expected for 12 months
- A total of 4 online meetings using Video Skype, Zoom or similar platform, with a defined end date
  - Additional meetings and/or email communication agreed upon mutually at outset
- Duration of each meeting is expected to be around 60-90 minutes



# The matching process

- Mentors and mentees are matched by
  - Compatibility of area of research focus
  - Compatibility of preferences for focus of mentoring relationship
  - Geographic preferences
  - See the application forms for further details
- Those who are not matched or who missed the deadline
  - Will have priority in next year's matching
  - Will have priority for the mentoring lunch at iHEA congress



# Program feedback

- Surveys will be sent out to mentors and mentees to assess
  - Progress midway through the one year period
  - How well the program met their goals (at the end)
  - Ways to improve the program (at the end)



# Available resources

- Handbook for mentors and mentees
  - What is mentoring?
  - Why become a mentee?
  - Why become a mentor?
  - Agreeing a mentoring contract
  - Why the mentee needs to take the initiative and set the agenda
  - What to do if there is a serious problem
  - Review and evaluation
  - Useful resources – references and links to YouTube videos
- Contract template



# Key contacts

- Mentoring program manager – for general support and collecting feedback from mentors and mentees:
  - Natalie Hill [jobs@healtheconomics.org](mailto:jobs@healtheconomics.org)
- Co-ordinator of mentoring program:
  - David Bishai [dbishai1@jhu.edu](mailto:dbishai1@jhu.edu)
- Assistant co-ordinators of mentoring program:
  - James Buchanan [james.buchanan@dph.ox.ac.uk](mailto:james.buchanan@dph.ox.ac.uk)
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